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ABSTRACT

In the late summer of 1970, an Ad Hoc Committee at the Ohio State University was appointed (1) to review the status of all women at the University; and (2) to submit a report of the findings and recommendations. The Committee consisted of 3 undergraduate students, 1 graduate student, 2 administrative personnel, and 3 faculty members, one of whom served as chairman. The Committee was then broken down into 4 task forces: (1) the subcommittee to review undergraduate admissions policies, selection criteria, recruitment, financial assistance, counseling, and continuing education opportunities for women; (2) the subcommittee to review graduate admissions policies, selection criteria, recruitment, counseling, and financial assistance; (3) the subcommittee on employment to review hiring and compensation policies, fringe benefits, policies and guidelines for administrative and professional employees, tenure and promotional opportunities, and services, facilities and special programs available to women; and (4) the subcommittee on university committee assignments to review how students, faculty and staff are selected to serve on various committees. The findings and recommendations are presented in this document. (HS)

ED 062 959

THE OHIO STATE UNIVERSITY

AD HOC COMMITTEE ON THE

STATUS OF WOMEN

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APRIL 1, 1971

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REPORT OF THE AD HOC COMMITTEE
TO REVIEW THE STATUS OF WOMEN
at
The Ohio State University

Phases I and II

April 1, 1971

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TABLE OF CONTENTS

Phase I — **Page**

PART I - INTRODUCTION 1

Purpose 1
Committee 2
Limitations 2
Methodology 2
Schedule 4

PART II - UNDERGRADUATE STUDENT REPORT 6

Introduction 6
Admissions Policies 8
  Recommendations 9
Recruitment 10
  Recommendations 12
Financial Assistance 13
  Recommendations 14
Counseling 15
  General Observations 17
  Problem Formulation 18
  Methodology 19
  The Interviewers 20
  Selection of Departments 20
  Selection of Faculty 21
  Data 23
  Findings 24
  Recommendations 33
Continuing Education 33
  Recommendations 37

PART III - GRADUATE STUDENT REPORT 38

Introduction 38
Admissions 39
  Applications 39
  Recommendations 42
Policies and Attitudes 44
  Methodology 44
  Selection Criteria 45
  Recruitment 48
  Financial Assistance 49
  Results 51
  Recommendations 57

Page

PART IV - PHASE I SUMMARY RECOMMENDATIONS 58

Departmental Action 58
  Recruitment 58
  Admissions Policies 59
  Counseling and Advising 59
  Continuing Education Division 59
Central Administration Action 60
  Admissions Policies 60
  Unresolved Problem Situations 60

Phase II

PART V - EMPLOYMENT POLICIES, OPPORTUNITIES, PRACTICES 62

Introduction 62
Methodology 63
Faculty 65
  Recruitment 65
  Appointment, Promotion and Tenure 66
  Salaries 69
  Benefits 71
Administrative and Professional Employees 72
  Recruitment 72
  Appointment, Promotion and Tenure 72
  Salaries 73
  Benefits 73
Civil Service Employees 76
  Recruitment 77
  Promotions 78
  Salaries 79
  Benefits 79
Summary 83
Services and Facilities Available to Women 84
Conclusions and Recommendations 87

PART VI - UNIVERSITY COMMITTEE ASSIGNMENTS 91

Introduction 91
Methodology 91
Findings 94
Conclusions 98
Recommendations 98
Supplement to Task Force 4 Interviews 100

PART VII - PHASE II SUMMARY RECOMMENDATIONS 101

PART VIII - ADDITIONAL OBSERVATIONS AND RECOMMENDATIONS 103

Related Studies 105
Recommendations 117

APPENDICES

Phase I

Page

A. Committee Members 1 - 4
B. Honoraries 1 - 11
C. Student Handbook 1 - 8
D. Recruitment Survey 1 - 11
E. Financial Aids 1 - 14
F. Undergraduate Questionnaire 1 - 5
G. Continuing Education Literature 1 - 3
H. Graduate Questionnaire 1 - 6
I. Office of Women's Affairs 1 - 5

Phase II

Analysis of Appendices J, K, and L 1 - 6
J. University Personnel Counts 1 - 8
K. Salary Analysis - University 1 - 46
L. Salary Analysis - Faculty 1 - 60
M. Committee Analysis 1 - 32

LIST OF TABLES

Table	Phase I	Page
1.	Undergraduate Survey Summary Statistics	23
2.	Summary of Question I	27
3.	Summary of Question II	29
4.	Summary of Question III	30
5.	Summary of Question V	33
6.	O.S.U. Enrollments, 1969-70	42
7.	O.S.U. Professional Schools, 1969-70	43
8.	Task Force 2 Survey Results	45
9.	Selection of Graduate Departments	48-49
10.	Survey Results Fellowships	54
11.	Survey Results Teaching Assistants	55
12.	Survey Results Graduate Enrollments	56
	Phase II	
13.	Task Force 4 Individuals to be Interviewed	95
14.	College and School Committees	99

Part I

INTRODUCTION

Educational institutions such as The Ohio State University must constantly address themselves to the problems of policies, customs and attitudes which might serve as barriers to the development and utilization of human resources. Unfortunately, our society has historically wasted or under-utilized the human resources of women. In order to correct any inequities which might prevent the full realization of the potential development of women in this University, Dr. Edward Q. Moulton, Vice President for Administrative Operations and Secretary of the Board of Trustees, appointed an Ad Hoc Committee on August 26, 1970 to assess the situation. In his original letter of appointment to the committee members[1] he stated, "This report should contain a comprehensive survey of the existing situation at this University as well as recommendations which, hopefully, will result at an early date in a fully equivalent status for women that men enjoy at this University."

Purpose

The specific charge to the committee was two-fold:

1.) to review the status of all women at The Ohio State University, and
2.) to submit a report of the findings and recommendations.

The date established for completion of the comprehensive report was March 1, 1971.

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[1] Four changes were made in the original committee of seven before the actual project was operating. Two members were added; two were substituted.

Committee

The Committee consisted of three undergraduate students, one graduate student, two administrative personnel, and three faculty members, one of whom served as Chairman. (See Appendix A) Task forces and consulting personnel were added later. (See Appendix A)

Limitations

Since each committee member was fully obligated in other responsibilities, it was often impossible to study specific areas other than in a superficial way. Many of the members also lacked expertise in research investigations. Often it was not feasible to redesign the approach when certain probes were demanding extensive time commitments or did not appear to be yielding fruitful results. Thus the report was not as comprehensive in scope as was originally hoped. Yet as an initial or pilot study, certain trends were noted and indications for further research became evident.

Methodology

Only four of the committee members were on campus to respond to the first meeting called in September. Therefore, it was not until October, after the beginning of Autumn Quarter, 1970, that the group was able to define areas of study.

It was decided to explore the general areas suggested in a earlier proposal submitted to university administration requesting a study of the feasibility of establishing a Commission on Women's Affairs. Each area to be reviewed was to have committee representation with additional people to be selected when necessary for the task forces. To expedite communication, Ad Hoc Committee members served as liaison for the primary committee and their specific task forces in submitting progress reports. Only occasionally did any task force personnel meet with the Ad Hoc Committee. Copies of all committee minutes were sent to Dr. Moulton.

Task Forces and their assignments were as follows:

Task Force I	Sub-Committee to review undergraduate admissions policies, selection criteria, recruitment, financial assistance, counseling, and continuing education opportunities for women.
Task Force 2	Sub-committee to review graduate admissions policies, selection criteria, recruitment, counseling, and financial assistance.
Task Force 3	Sub-Committee on employment to review hiring and compensation policies, fringe benefits, policies and guidelines for administrative and professional employees, tenure and promotional opportunities, and services and facilities and special programs available to women.
Task Force 4	Sub-committee on university committee assignments to review how students, faculty, and staff are selected to serve on various committees.

The Chairman coordinated activities, compiled and edited the final report.

After Task Force 1 begun their review, it was decided to include in their report a section on campus honorary societies. (Appendix B) and statements from the Student Handbook (Appendix C).

Data collected for the Equal Employment Opportunity and the Affirmative Action Program were coordinated with the report of Task Force 3.

Each Task Force was to establish its own method for collecting data and to submit to the Committee periodic progress reports. The Committee also served as an advisory group to assist the task forces in making decisions. The services of the Office of Administrative Research were also made available to assist in the review.

Schedule

Written task force reports were to be submitted to the Chairman by February 5 so that a combined report might be prepared and reviewed by the Committee before the March 1 deadline. Three of the task forces met the deadline, but because of factors beyond the control of the Ad Hoc Committee, the remaining task force was unable to obtain critical information until March 8. With this unexpected crisis, the Committee decided to prepare the final report in two phases. The Phase I report consisted of the Introduction, Task Force Reports 1 and 2 (which reviewed undergraduate and graduate areas) and Recommendations. The Phase II report discussed the areas reviewed by Task Forces 3 and 4 (faculty, staff, and committee appointments) and included recommendations. This second portion of the total report also summarized the conclusions and recommendations of all task forces.

Dr. Moulton agreed to this plan of action with the total report consisting of two phases scheduled for submission April 1, 1971.

Methodology and interpretation for each sub-committee were discussed in the separate reports which were reviewed and approved by the Ad Hoc Committee.

/

PART II
UNDERGRADUATE STUDENT REPORT
TASK FORCE 1

Introduction

Task Force 1 was composed of Ad Hoc Committee members Pamela Conrad, Lee Walker, and Dr. Rachel Hubbard. Subsequently this group was aided in one phase of its study by six senior students in the Colleges of the Arts and Sciences with consultation from Meredith Gonyea, Assistant Director of the Office of Administrative Research.

Task Force 1 reviewed the status of undergraduate women and the areas of investigation were:

1. General university and college admissions policies, and the criteria employed by the various academic departments for the selection of undergraduate students into their programs.
2. Recruitment policies and activities of the various academic departments.
3. Policies and practices of the university concerning the administering of financial assistance, and the present situation with respect to undergraduate women receiving support.
4. Counseling and advising practices as applied in behalf of women undergraduates.[2]

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[2] Modification of the object of study in area 4 (counseling and advising) was necessitated after investigation began. The background for this decision to modify 4 is detailed in the report which follows.

5. Continuing education opportunities offered by the university, as women are affected by them.

These five areas were considered because they were perceived to be the most important points of formal contact between the university and the undergraduate student. These contact points affect encouragement toward entrance into the university itself and into particular programs and fields of study; the granting of financial assistance; and planning for a future occupation or study. Differences of attitude toward men and women in the administering of any of these activities may carry critical implications for an undergraduate woman and/or man.

In attempting to document as comprehensively as possible the existing situation in all five areas, the Task Force experienced the following limitations: lack of time, money, experience, and quantitative data. The final recommendations are based on a sample of qualitative data and what quantitative information was available. Scientific analysis was not considered to be a goal, but rather to document, as well as possible, those areas of need where changes might be made.

In those areas where the data suggested recommendations for change but were not significant enough to indicate immediate implementation of recommendations, the Task Force urges a professional, detailed, and analytical study.

Admissions Policies

University: The following policy statement on the admission of resident and non-resident undergraduate students which will appear in the 1971-72 catalog series was furnished by Edward E. Rhine, Acting Director of Admissions:

> A graduate of an accredited high school who is a resident of Ohio and who has never attended college may be accepted for admission as a regular freshman student. The University, however, may determine the quarter of initial enrollment of freshmen in accordance with available resources. Out-of-state students who have demonstrated the academic ability to succeed at Ohio State will be considered for admission as freshmen. Academic performance in high school, test scores, and principal or counselor recommendations will be evaluated to determine eligibility for admission.
>
> A person who has attended another college or university is welcome to apply for admission to an undergraduate college of The Ohio State University as an undergraduate transfer applicant. The eligibility and acceptance of such an applicant are determined through careful consideration of his previous academic record and his proposed program. In general, an applicant for admission must submit a record of good standing with at least a C (2.00) average in all course work attempted at all other colleges attended. Non-resident transfer applicants must present above average academic credentials. (A cumulative point-hour ratio of 2.25 or above is required for admission to the undergraduate professional teacher education program in the College of Education).

Colleges: To determine if there are specific admissions requirements within any of the Undergraduate Colleges, the admissions statement within each College catalogue was reviewed. The Undergraduate Colleges specify course requirements to be met before transfer from University College to the specific College.

Only the College of Education and the undergraduate professional programs within the School of Allied Medical Professions required a cumulative point hour higher than that required by the University. The College of Education requires a cumulative point hour ratio of 2.25 for admission to teacher education programs; a 2.0 is required for those students not in teacher education.

The various programs within the School of Allied Medical Professions require pre-professional preparation and have selective admission. Admission is on the basis of grades, personal interview, and health evaluation. The Medical Dietetics program requires a cumulative point hour ratio of 2.2. The number selected for each of the programs is determined by the educational and clinical facilities available.

The College of Pharmacy requires one year of pre-pharmacy work with a point hour ratio of 2.0. This was the only catalogue with a statement "open on equal terms to both men and women" included. On the other hand, the College of Dentistry catalogue requirements for admission to Dental Hygiene state "open only to women" even though the Dentistry curriculum is open to both men and women.

This review would indicate that college admissions policies, in general, are very similar if not identical to the university requirements. Since freshmen are now admitted through University College, specific requirements have been spelled out for admission to the specific colleges. These differ only in specifics, not in principle.

Recommendations

1. As the University moves toward selective admissions, every precaution should be taken to prevent any discriminatory practices from being unintentionally included in the statement of admissions policy.
2. The College of Dentistry is urged to reconsider the "women only" requirement for admission to the Dental Hygiene program.

Recruitment

To determine departmental and division recruitment policies, a questionnaire (see Appendix D) was designed and distributed with Vice President Moulton's cover letter of explanation (see Appendix D) through the campus mail system. A questionnaire was sent to those departments and divisions identified as having a separate teaching faculty and granting an undergraduate degree. Seventy-five questionnaires were mailed. Fifty-one of the questionnaires were completed and returned; twenty-four were not returned. (See Appendix D)

Data collected from departments and divisions which responded are summarized in Appendix C. Of the total respondents 57 percent said they had no difficulty in attracting women into their area and 26 percent responded theyhad great difficulty attracting women. Comparison of data suggested four trends. When areas traditionally attractive to women (e.g., home economics, nursing, medical technology) were removed from this comparison, the figures became more significant with 50% percent having no difficulty and 50% percent having difficulty.

Those departments that had difficulty attracting women were examined to determine the type of recruitment activities used. Fifty percent of the departments stating they had difficulty attracting women used formal contact while 13 percent used an informal means of contact.

A third comparison was between the effect of the literature used by a department or division in recruiting and their level of difficulty in attracting women into their area. Twenty-six departments and/or divisions had some kind of literature to distribute to prospective students. Eleven, or 42 percent, of those departments using brochures reported no difficulty in attracting women. Twelve, or 46 percent, reported having from some to great difficulty in attracting women. Three departments with brochures did not answer the question concerning difficulty in attracting women. In view of this apparent trend, a review was made of each department's or division's brochures to make a further comparison. In an attempt to quantitatively measure the appeal of the literature to both men and women, the number of men and women figures in illustrations of students and/or staff were counted for all twenty-two departments or divisions that used brochures and reported either difficulty or no difficulty in attracting women. An average was then taken to get a percentage of the total figures illustrated which were of men versus those that were figures of women. The result for those areas with difficulty attracting women was that 93 percent of the pictures were of men and 7 percent were of women. Of those departments with no difficulty attracting women, 45 percent of the pictures were men and 55 percent were women. Although these results must be viewed in light of traditional societal perceptions of such occupations as Nursing and Welding Engineering, the results still seem significant and worth further investigation.

Task Force 1 reported two incidental examples, one of "encouraging" literature and one of "discouraging" literature as it relates to women entering two fields. The Department of Agricultural Engineering includes in its literature an article reprinted from a national magazine: "Wanted: More Women in Agricultural Engineering," written by an O.S.U. professor. The Department of Agronomy, on the other hand, has a quote in one of its brochures, "Although some aspects of Agronomy hold limited prospects for women, teaching is a wide-open field."

Recommendations

All departments are urged to review their recruitment procedures and literature in an attempt to attract qualified women and encourage high school women. This is particularly important for those departments handicapped by societal perceptions.

Financial Assistance

Student Financial Aids Program

The following information was furnished by Rodney J. Harrison, Director, Student Financial Aids, concerning the three major federal student aid programs administered by his office. (See Appendix E)

The percentage distribution of the federal aid programs was 52 percent to men and 48 percent to women. For Autumn Quarter of 1968-69, the total university enrollment was approximately 62 percent men and 35 percent women (taken from The Annual Report of the Registrar for 1968-1969).

The formula used in determining need for the educational opportunity grants assumes that savings from summer earnings is $100 less for females than males; this gives females an advantage for this assistance.

There are additional scholarship programs available but most have some restrictions attached as to college of enrollment, major, residence, etc. Information on recipients of these various scholarships is not readily available. These are primarily handled through the Development Fund and are consistent with University policy.

Selection of recipients for financial aid is handled by a committee composed of: six faculty, one is Chairman; five students, three undergraduate, one graduate, and one professional; and four administrators, Vice President Ted Robinson, Dean Bader, Mr. Rhine from Admissions, and Richard Mall from Alumni Office. Mr. Harrison serves as Secretary without vote. This committee sets policy and selection procedures. The basic criteria are need, academic ability, and limited resources. (See Appendix E)

The Student Financial Aids Office also handles the Student Employment Program. A brochure and minimum wage scale for these programs are attached. (See Appendix E)

There is no differentiation in wages between male and female. However, this does not necessarily mean that there is not some feeling about available jobs as to their being for one or the other.

Recommendations

1. The practice of avoiding built-in discrimination in scholarships received from private donors should be continued.
2. The present non-discriminatory practices of awarding financial aid should be encouraged.

Counseling

Initially, Task Force 1 desired to conduct this phase of the study in two areas:

1. With reference to professional counseling activities of the University Counseling Center and the counselors in the college offices.
2. With reference to faculty advisers within each department who direct undergraduate majors.

Although a comprehensive survey of these two areas would have yielded an ideal overview of the functioning of counseling activities with respect to women undergraduates, it was impossible, unfortunately, to allocate sufficient time to both areas.

Therefore, the decision was made to concentrate on the second area, that of faculty advising of undergraduate majors. This was believed to be the more important area of the two for the following reasons: counseling on the college level, as opposed to the departmental level, is more general and procedural, with greater emphasis on helping the student meet university requirements and miscellaneous college business. It was assumed that, in most cases, a student with an inquiry regarding a specific field of study or occupation is referred to faculty within the specific department. Thus, a student with a specific goal (e.g., a woman desiring to major in finance) would receive strong positive or strong negative reinforcement of the goal _only_ on the level of the faculty adviser. Thus, the decision was made to explore counseling on the level of the individual departments.

It was hoped that hard data might be compiled, by department, that would indicate the number of women and men who entered the major each year, and the numbers who subsequently graduated from the area. Comparison would have shed light on the differences (if any) in the rates at which women and men entered and subsequently left a field without graduating. In the areas in which the two rates varied greatly, subsequent study might have explored the reasons. For example, if women tended to enter and then drop out of a particular field at a much higher rate than men, was it because of academic unsuitability, interference of other factors (marriage, job, etc.), or was it because they were actively or passively discouraged, for whatever reason, by students or faculty members of the department?

At the heart of this question, and on a larger scale, is the issue that is being debated not only at the Ohio State University, but on a national level: do women actually drop out of college, for whatever reason, at a higher rate than men, as has been presumed for some time? Needless to say, discovering how women at O.S.U. fare on this score would be enlightening. And, indeed, it would have been possible for the Committee to obtain some gross statistics, i.e., total number of men and women in the university's freshman class for a given year, and total number, men and women graduating four years later, etc. However, several untabulated events that occur within such a given four-year-period at a university as dynamic as this one would render such gross statistics totally meaningless. The significance of an uncalculated number of intervening variables would have been lost; for instance, transfers in and out of the university, curricula that occupy more or less than four years of study, students who take time off in the middle of their four years, and a multitude of individual reasons why a person would not appear in the statistics for so simple a count as "number entering--number graduating." Although such an extended study certainly was not impossible, it was completely beyond the time and resources of this Task Force and this Committee, however desirable the information might be. Moreover, it was felt that to make any use whatever of just the gross statistics available, and thus to include in this report, in a prominent position, such a specious remark as "There were more (less) women than men in the entering class in 1966, and more (less) women than men in the graduating class in 1970," would be misleading and wholly irresponsible.

This approach was determined to be unfeasible due to the lack of readily available quantitative data categorizing men and women within departments or major. The only exceptions were those departments or colleges which happened to retain such figures for their own use.

To obtain some kind of information on the attitudes toward women within departments, it was decided to pursue a qualitative determination of conditions, keeping in mind the distinct limitations and disadvantages of such an approach. Subsequently, the study was developed along these lines.

General Observations

Most undergraduate women on campus seemed to be majoring in a limited number of academic disciplines (examples: education, home economics, dental hygiene), and concurrently, there seemed to be disciplines in which almost no women students could be found (examples: engineering, physics, accounting). These assumptions tended to be corroborated by the observation that the faculty within these two sets of disciplines also tended to demonstrate a similar imbalance between the sexes.

The more desirable procedure for determining if this assumption were correct would have been to gather data to (1) determine whether the phenomenon occurred because of a lack (excess) of women applicants to these majors, or (2) determine whether women (men) in greater proportions actually entered these fields but subsequently failed to complete them.

Investigation into both possible causes was precluded, as indicated previously, by absence of data. Neither figures on number of new majors, nor figures on number of those who completed a degree in the original major were available. Therefore, the problem could not be approached by the procedure employing a quantitative comparison of department data. Thus, the following:

Problem Formulation

It was postulated that in fields such as engineering, agriculture, architecture, etc., the small percentage of women would probably be a direct function of socialization of roles and societal perceptions of "appropriate" models of behavior, a traditional force operating to guide women away from such fields.

Therefore, investigation merely to determine the number of applicants and graduates of the various departments would yield the predictable information that few women applied for and received engineering degrees but that many women applied for and received education degrees.

The more fruitful approach seemed to be that of investigating the particular academic community such as the Colleges of the Arts and

Sciences that would be presumed to acquire little or no pre-college societal stigma as to whether it were male- or female-dominated. Theoretically, women would have little hesitation in entering this college as compared to engineering, for example. By eliminating the colleges where women were automatically discouraged by societal forces, it might be possible to more clearly focus on the effects of faculty advising practices for undergraduate women.

Since the intent was merely to do preliminary and qualitative exploration of whether or not discouragement of women by faculty members existed in some departments within the Colleges of the Arts and Sciences, there were no formal research hypotheses.

Methodology

A telephone survey was used to examine faculty attitudes. It was selected for two reasons: it was the best way to cover a large number of faculty in a limited amount of time, and it would probably arouse less bias than a face-to-face interview. The survey consisted of a standard introduction read by the interviewers and five questions. (See Appendix E) The introduction and each question were on separate pages allowing plenty of work space for the interviewers to record the faculty members' comments.

The introduction explained that the survey was exploring "the type of undergraduate student in your (each) department." The interviewers did not volunteer the information that the survey was being conducted by the Committee to Review the Status of Women, but if asked by the faculty member, the interviewer did give the name of the committee. It was felt that avoiding the necessity of saying the name of the committee would alleviate the possibility of introducing an important source of bias.

All five questions were open-ended. Prompting was discouraged, but, if absolutely necessary, the interviewer could prompt with the suggestions listed below each question. The first three questions were designed to reflect some general faculty attitudes and beliefs regarding students and opportunities. The fourth and fifth questions dealt specifically with the faculty's perception of women in their respective fields.

The Interviewers--Six Students

Six students (see Appendix F) were chosen on the following criteria:

1. All six were seniors in the Colleges of the Arts and Sciences, and had been students in that college for the greater part of their undergraduate study.
2. They were equally distributed by men and women.
3. All six had participated extensively in extra-curricular activities, and were felt to have had extensive experience working with faculty in their college.
4. None of them had ever worked on a project of this nature; neither had any of them worked together before on college projects.
5. They represented a broad range of majors in the college.

Selection of Departments

The six students were allowed to discuss among themselves which departments in the college they perceived to be discriminatory against women, and which departments they perceived as non-discriminatory. Following this, the students were asked to choose the four departments they perceived at each extreme (total: 8). The criteria for selecting these eight (8) departments were entirely of their own formulation; they were given only a list of all the departments in the college from which they were to choose.

They unanimously agreed that the four departments perceived to be non-discriminatory were:

Dance

Music

Romance Languages

Speech

The four departments perceived to be discriminatory were:

Chemistry

Economics

Mathematics

Physics

The six interviewers then began a comparative study using a telephone survey by questionnaire of faculty members within these eight departments.

Selection of Faculty

A stratified random sample of 60 percent of the faculty in each of the eight departments (see Table 1) was obtained by applying a random number table to lists in the back of the Faculty and Staff Directory. (Stratification was by faculty classification, i.e., Professor, Associate Professor, etc.). Not all those department members listed in the Directory were considered to be eligible for inclusion in the survey. Unacceptable factors would have been introduced by the inclusion of (1) Teaching and Research Assistants and Associates (2) those with "adjunct"

Table 1

STATUS OF WOMEN UNDERGRADUATE SURVEY
SUMMARY STATISTICS

	Faculty Number	Faculty 60% Sample	Usable Responses	Usable % of Sample	Usable % Per Department	No Contact
Departments Perceived as Discriminatory						
Chemistry	57	34	17	50%	30%	17
Economics	41	24	9	38%	22%	15
Mathematics	76	45	21	47%	28%	24
Physics	58	35	17	49%	29%	18
Departments Perceived as Non-Discriminatory						
Dance	12	8	3	38%	25%	5
Music	64	38	19	50%	30%	19
Romance Languages	32	19	3	16%	9%	16
Speech	38	24	10	42%	26%	14
Total	378	227	99	44%	26%	128

titles (3) those with "emeritus" titles (4) those with "visiting" titles and (5) those who were stated to be teaching at branch campuses. People in these categories were judged ineligible, because only the opinions of faculty who advised undergraduates were relevant and it was generally felt that these people probably were not involved in this manner.

Thus, only faculty with the following titles were included: (1) Professor (2) Associate Professor (3) Assistant Professor and (4) Instructor ("Fellow", in the case of the Chemistry Department, which had only one person with the rank of "Instructor" listed.)

One potential source of bias was eliminated by careful assignment of specific faculty members to students who were not known personally by the respondents.

All interviewers were instructed to make three calls to reach each faculty member; the first call was made directly to the faculty member's office, the second call was to the departmental office to check the professor's office hours, and the third call was to the faculty member at his office. If the third attempt was unsuccessful, the interviewer was to continue calling the rest of the names on his individual list. Then, for each failure to make contact, the interviewer was to obtain another name from the original pool of selected names, if time permitted.

Data

Using these methods, the total number of faculty successfully contacted and questioned was ninety-nine (99) (see Table 1). This number represented 26 percent of the total faculty in the eight departments, and was considered, for the purposes of this survey, to be a large enough representation to assess major attitude trends. Also, each of the eight departments was fairly represented in stratification of faculty rank and total number.

The reasons for no contact of 128 faculty were as follows:

1.	No telephone response	74	58%
2.	Unavailable	9	7%
3.	Uncooperative	12	9%
4.	Unqualified	6	5%
5.	No attempt to contact	27	21%
	Total	128	100%

The major difficulty was in being able to contact faculty members. Although calls were made at varying times during the day and during scheduled office hours, the faculty could not be reached. Those faculty that were unavailable were mostly out of town. The majority of uncooperative faculty indicated they were too busy. A few faculty disqualified themselves as dealing with graduate students only, or being "research only".

In the No Telephone Response category, 47 of the 74 attempts, or 64 percent, involved two or three calls. The amount of the limited survey time spent in this follow-up activity increased the number of sample faculty for which no contact attempt was made.

Findings

The findings follow the form of the questionnaire. (See Appendix F)

1. "What are the characteristics of the ideal undergraduate student on completion of your program?"

Responses to this question fell into three main categories, high academic achievement, degree of self-motivation and self-sufficiency, and talent. The first two responses were anticipated replies but the third category was the result of faculty statements. (See Table 2)

One of the noticeable trends was that those departments perceived by the six students as being discriminatory used the most easily objectifiable criteria such as academic accomplishment, or grades for measuring success in the subject.

At the same time, another strong trend noticed in those departments perceived to be discriminatory was that of a high value placement on the quality of "self-sufficiency and self-motivation" in their ideal undergraduates. This is significant, because of the very subjective determination required by the faculty member in attributing or not attributing such a quality to a student.

Chemistry, Economics, **Mathematics** and Physics are extremely research-oriented fields, and the possession of a high degree of self-sufficiency and self-motivation is indeed a prerequisite to success. Needless to say, a faculty member must exercise discretion in differentiating between those students who would be successful and those who would not. The implications for a woman are critical. A woman who had achieved the measurable criteria (grades) would still be required to exert an extra effort to prove a self-motivation equal to a man's since society has generally labeled her as being motivated toward other goals.

Those departments perceived as being non-discriminatory valued qualities which were less quantifiable and more subjective, such as talent or "a feel for the subject". However, it is also true that the four areas (Dance, Music, Romance Languages and Speech) likewise employed qualitative judgments in differentiating good students from mediocre ones. So in reality, even though these are not perceived as discriminatory departments, their criteria for differentiation could

Table 2

QUESTION 1

What are the characteristics of the ideal undergraduate student on completion of your program?

Departments Perceived as Discriminatory	Do Well Academically	Have Talent	Be Self-Sufficient & Self-Motivated
Chemistry	High	Low	High
Economics	High	Low	Low
Mathematics	High	Low	High
Physics	High	Low	High
Departments Perceived as Non-Discriminatory			
Dance	Low	High	Low
Music	Low	High	High
Romance Languages*	Low	High	Low
Speech	High	High	Low

Question 1 related to characteristics of an ideal student.

* Only a 9 percent sample of the department was returned so results are not as significant as the other 7 departments.

HIGH indicates a large percentage of this faculty (above 50 percent) of those sampled mentioned these characteristics.

just as easily lend itself to discrimination.

2. "What opportunities are available for students who receive a baccalaureate degree in your department?"

Responses to Question 2 fell into the following main categories: graduate and professional school, education (teaching), business and industry, and government and research. (See Table 3)

In the departments perceived as discriminatory, the opportunities for graduates were highest in those areas which are highly product-oriented where pressure is great, such as graduate and professional school and business and industry. While in those departments perceived as non-discriminatory, educational opportunities were most frequently available. This would help explain why academic achievement and self-motivation were so frequently mentioned by faculty in Economics, Mathematics, Physics, and Chemistry. These qualities would be necessary for continuation in the fields, given the opportunities listed.

3. "How available are these opportunities at this time?"

Question 3 was a fairly neutral question, the responses to which were not of critical importance to the rest of the survey. The only observation was the obvious one, that the quantity and quality of positions available depend on the job-market conditions at that time. (See Table 4)

4. "Of these opportunities, are there some more suitable for women graduates than others?"

Generally, responses to this question were"no" meaning that the opportunities were equally suitable. However, few responses were given without the faculty member also qualifying the "yes" or "no". The additional comments which appeared the most frequently were often

Table 3

QUESTION 2

What opportunities are available for students who receive a baccalaureate degree in your department?

Departments Perceived as Discriminatory	Graduate & Professional School	Education	Business and Industry	Government and Research
Chemistry	High	Low	High	High
Economics	High	Moderate	High	Low
Mathematics	High	High	High	Low
Physics	High	Moderate	Moderate	Moderate
Departments Perceived as Non-Discriminatory				
Dance	Low	High	High	Low
Music	Moderate	High	Low	Low
Romance Languages	Low	Low	High*	High
Speech	High	High	Moderate	Low

Question 2 relates to areas students could enter with undergraduate degrees.

HIGH indicates a large percentage of faculty (above 50 percent) of those sampled mentioned these possibilities. MODERATE--slightly below 50 percent.

* In International Businesses.

Table 4

QUESTION 3

How available are these opportunities at this time?

Dept's Perceived as Discriminatory	Jobs	Graduate and Professional Schools
Chemistry	Good	Very Good
Economics	Not Good	No Information
Mathematics	Good	Poor
Physics	Poor	Fair
Dept's Perceived as Non-discriminatory		
Dance	Good	Good
Music	Very Good	Very Good
Romance Languages	Not Good	No Information
Speech	Good	No Information

Question 3 relates to job availability and accessible spaces in Graduate School.

1. VERY GOOD was defined as: many positions available.
2. GOOD was defined as: some positions available.
3. NOT GOOD was defined as: area crowded, lack of opportunities except in a limited number of fields.
4. POOR was defined as: field is very crowded with B.A.'s, acute lack of opportunities, few channels after B.A. open.

similar and merit some attention here. They are summarized below. It should be noted that these comments cannot be seen as representative of any specific department or group of departments, but only of individuals within these faculties.

Comments among the departments perceived to be discriminatory:

a. Less women finish graduate school.

b. Women have psychological hang-ups about taking men's jobs.

c. Teaching is a good place for women.

d. Women tend not to finish their education because they get married.

e. Certain types of businesses (banks, auto industry, etc.) select larger numbers of women, proportionately.

f. Women are being actively sought for the department.

g. Is impossible to answer question number 4 because there are too few women in the profession at the present to judge.

h. About one-third of the people hired by IBM are women.

Comments among the departments perceived to be non-discriminatory:

a. There is discrimination against women in instrumental music and conducting.

b. More men than women go to graduate school, into PR work, or into administration from Speech, and more women in the field go into teaching.

c. In Romance Languages, one of the best opportunities for women can be found in airline services.

d. In Dance, there is a great need for more men. The department has a much simpler time placing men graduates than women graduates.

c. More women than men major in Romance Languages at the undergraduate level, but more men than women go on to graduate school.

It was difficult to determine whether or not the respondents were practicing personal discrimination or if they were merely reflecting what they considered to be general and realistic attitudes.

5. "Would you recommend that a female enter your field of study?" If so, why; if not, why not?

Question 5 produced a different type of response than the task force anticipated. The anticipated response was "I would recommend a woman enter my field because she is well suited for the field," or "because women are needed in the field." Instead the collected responses were "I would recommend a woman enter my field if she were highly motivated and dedicated," or "I would not recommend women to enter my field (instrumental music) because of the bias in this field against women." The data fell into two main areas: talent, self-motivation and self-sufficiency. (See Table 5)

The data from Question 5 correlated with the data from Question 2 (which asked the faculty to list the characteristics of an ideal student) on the self-motivation and self-sufficiency criteria, but differed completely in the talent area. The Economics, Mathematics and Physics departments listed talent in their fields as a quality they would look for in a woman before she enter their areas, but did not list talent as a characteristic of an ideal student in their fields.

If talent, self-motivation and self-sufficiency are the qualities the faculty in both groups use as a measure to distinguish between those women whom they feel are qualified and those who are not, these are very

Table 5

QUESTION 5

Departments Perceived as Discriminatory	Talent	Self-Sufficiency & Self-Motivation
Chemistry	High	High
Economics	High**	Low
Mathematics	High	High
Physics	Low	High
Departments Perceived as Non-Discriminatory		
Dance*	Low	Low
Music	High	Low
Romance Languages	High	Low
Speech	Low	High

Question 5 relates to whether the faculty member would recommend a woman enter his field and if so, why; if not, why not?

In response to why they would recommend women enter their field, the above trends were noted.

* Dance had no clear-cut trend of qualifications for a woman to enter Dance.

** HIGH indicates a large percentage of the sampled faculty (above 50 percent) mentioned these items.

subjective impressions, and very difficult to quantify. Although selections between students who are "qualified" to enter a field and those who are not must be made, when selection is based on subjective criteria, choices could easily reflect discrimination.

Recommendations

1. Of critical importance for research in this area, and for formulation and review of all policies and practices in general, adequate data should be kept within the colleges by departments. Specifically, needed data would be:
    a. Data on the number of persons requesting admission (where applicable) to the department's programs.
    b. Data on the number of persons accepted (where applicable) or entering into the major or program.
    c. Data on the number of persons finishing (graduating) in the department.

    All this data should be separated by sex, collected each quarter, and should be kept longitudinally, if necessary.
2. The findings of perceived discrimination by Task Force 1 are very preliminary and need to be followed by an in-depth study by qualified full-time personnel.

Continuing Education

A study of the services offered by the Division of Continuing Education of the Office of Educational Services was undertaken and included in this survey for a particular reason. Although the women who were affected by these services were primarily private citizens and only incidentally students, their welfare and the status of women as a whole was nonetheless improved by their taking advantage of any program to further their educational goals.

About the Division itself there were no real areas of doubt or concern on the part of the Task Force. The only desire was to obtain a general overview of the programs offered by the Division and to seek opinions on whether women were availing themselves of these opportunities.

Task Force 1 met with Dr. Robert W. McCormick, Assistant Vice President for Continuing Education, and asked the following questions:

1. What are the goals of the Continuing Education Division, and what activities are offered?
2. How many people become students in the Division, and what is the breakdown between men and women?
3. From what walks of life do these people come, and in what ways do they learn of the opportunities available?
4. Are there selection criteria or other admission policies?
5. Do you, as the Division, have a problem contacting and/or encouraging women to enter the program?

To the first question, all of the objectives of the Division were extracted verbatim from the annual report (1969-70) of the Division and placed at the end of this report in Appendix G. The primary objective stated was "to provide university-level continuing education programs tailored to the economic, social and cultural needs of a society consistent with the overall objectives, resources, and unique capabilities of the University." For the Task Force's purposes, the significant item was "economic, social and cultural needs of a society", and the Division attempts to serve these needs by offering credit non-degree programs, general education non-credit courses, conferences, institutes and workshops, technical and business services and the Urban Extension Program for Central Ohio and Metropolitan Decision Making Seminars.

In answer to the second question, Dr. McCormick provided the following figures: In the academic year 1969-70 a total of 4,137 people, 2,272 men and 1,865 women were enrolled in the Credit Non-Degree Program. Approximately 55,000 people, for which there was no breakdown between men and women, were enrolled in the Non-credit General Education programs.

Addressing question 3, Dr. McCormick stated that most of the women who participated in the programs tended to be mature women with some past college experience who wanted to further their education after having been away from college. Not many women from the lower socio-economic groups tended to participate. Publicity for the CED programs (of all types) is handled primarily in these ways:

1. The Division maintains a mailing list of about 5,000 to whom brochures and information about new programs are automatically sent.
2. Free public service announcements over the radio and television stations are utilized.
3. Paid advertising is placed in the Lantern, the two city dailies and the community weeklies.
4. Volunteer organizations that cooperate in the program planning itself also distribute information among their members (e.g., League of Women Voters, Y.W.C.A., etc.).
5. Three field agents make contacts in connection with the Urban Extension Program and other community agencies.

For examples of the literature distributed, see Appendix G.

For admission to the Credit Non-Degree programs of Continuing Education, generally only a high school diploma or its equivalent was necessary. No other criteria were employed, other than what would be required by the level of the course. For the General Education Non-credit courses, only a fee of approximately $35.00 per course was required. For programs sponsored by CED in cooperation with a business or professional organization, participation was determined by that cooperating organization.

In order to encourage more active participation by women, Dr. McCormick stated that certain procedures were followed, in addition to routine staff work, to determine interest in a particular course. Interest surveys were initiated at regular periods, and feedback from former participants was seen as a strong determinant in formulation of new courses.

In fact, Task Force 1 took advantage of the McCormick interview to relate to him comments which happened to have been received from several interested women on a certain aspect of C.E.D. programming. The concern expressed was that perhaps more classes (non-credit) could be scheduled during the noon hour, so that more women staff might avail themselves of the opportunity during their normal lunch hour.
Dr. McCormick indicated that this suggestion was a feasible one that would receive his immediate attention.

In all, the Division attempted to encourage all women to seek the satisfaction of participating in classroom work that supplemented their daily routine.

Recommendations

It is recommended that work be done to expand the already fine programs in existence. Special attention should be given to increasing the number of times during the day that non-credit courses be offered, e.g., during the lunch hours.

PART III
GRADUATE STUDENT REPORT
TASK FORCE 2

Introduction

Task Force 2 consisted of Ad Hoc Committee members Karen Mason and Robbie Nash. Subsequently two members were added to assist in interviewing and special consultation was obtained from Meredith Gonyea, Assistant Director of the Office of Administrative Research.

The areas of review for Task Force 2 were:

1. Graduate admission policies
2. Selection criteria
3. Recruitment
4. Financial assistant

Although counseling was suggested as an area of study, this was only reviewed incidentally and is not reported here.

Originally Task Force 2 intended to include a comparative study of the salaries of graduate assistants and associates tabulated by sex. However, the data of salary comparisons were not made available.

These areas of study were selected because of the critical implications for the graduate student. It was also considered important to compare undergraduate and graduate reports submitted by Ad Hoc Committee members in order to gain a more comprehensive view of the status of women at The Ohio State University.

Task Force 2 suffered from some of the same limitations described by Task Force 1: namely, lack of time, money, experience, and quantitative data.

Admissions

Applications

A review of Admissions procedures indicated that the Admissions Office processes all applications to the Graduate School and directs them to the Graduate Committee of each department of the University. The Graduate Committee then acts on each application and sends its decision to the Admissions Office which notifies the student of his acceptance or rejection. If a department wishes to admit a student whose grade point average is below 2.7 the Graduate School informs the student of the requirement that he must complete the Graduate Record Examination and have his scores submitted to the Graduate School before he can be admitted. Only in the cases of applicants with an average below 2.7 does the Graduate School play a role in decisions on admissions to graduate work at The Ohio State University. The Professional Schools also operate independently in deciding upon admissions.

Description of enrollment of men and women in the Graduate and Professional Schools for the Autumn Quarter 1969-70, was obtained from the published Annual Report of the Registrar (1969-70). (See Table 6)

Information as to the number of applicants and the number accepted in comparison with the number actually enrolled was not available except in the records of the Professional Schools. (See Table 7)

Table 6

The Ohio State University
Enrollments - Central Campus
Autumn Quarter 1969-70

	Enrollment - Central Campus			
	Men	Women	Total	PCT Women
Administrative Science	2,288	132	2,420	5
Agriculture	1,474	108	1,582	7
Architecture	271	10	281	4
Arts	351	438	789	56
Arts & Sciences	6,079	2,669	8,748	31
Continuing Education	481	332	813	41
Dental Hygiene	-	160	160	100
Education	1,919	4,275	6,194	69
Engineering	2,081	18	2,099	1
Home Economics	26	744	770	97
Social Work	207	468	675	69
University College	5,748	4,236	9,984	42
Allied Medical Professions	39	253	292	87
Nursing	4	454	458	99
Total Undergraduate	20,968	14,297	35,265	41
Dentistry	596	2	598	-
Law	418	28	446	6
Pharmacy	118	43	161	27
Total Professional/Graduate	1,132	73	1,205	6
Medicine	769	61	830	7
Optometry	180	5	185	3
Veterinary Medicine	307	24	331	7
Total Medical	1,256	90	1,346	7
Masters	2,688	1,655	4,343	38
Post-Masters	2,394	546	2,940	19
Graduate School	5,082	2,201	7,283	30
Grand Total	28,438	16,661	45,099	37

Source: Registrar's Data 1969-70

Table 7

The Professional Schools
1969-1970

	Applicants				Number in Class			
	Men	Women	Total	Women %	Men	Women	Total	Women %
Dentistry	447	0	447	0%	155	0	155	0%
Law	820	30	850	4%	212	16	218	7%
Medicine	996	55	1051	5%	165	10	175	6%
Nursing	0	97	97	100%	0	50	50	100%
Optometry	149	2	151	1%	48	2	50	4%
Pharmacy	57	14	71	20%	30	17	47	36%
Veterinary Medicine	440	51	491	10%	86	10	96	10%
Allied Medical Professions Undergraduate	53	252	305	83%	23	142	165	86%

Various individual departments interviewed were able to provide approximations of the comparative information mentioned above. In many departments this information was either not available or was difficult to find. The results of the study for the year 1969-70 are shown in Table 8.

Survey results seemed to indicate that for the proportion of women who applied for graduate admissions an equal number were accepted. There were no data available to suggest the number of formal inquiries concerning admissions. In fact, for the number of departments involved, there appeared to be little information in the way of records.

Recommendations

The Admissions Office should record and make available to the university community a breakdown by male and female of the number of applicants to all graduate departments, and the number accepted or rejected. Since formal inquiries and the resultant responses may be a source of prejudice, such a record by sex might more accurately reveal the status of women in graduate study. This information should be sent periodically to the various departments. The Registrar's Office should also inform the departments of the number of students enrolled in graduate study.

Table 8

Survey Results, Task Force 2
Application and New Enrollment Data as
Recorded by Several Departments 1969-70

Department	Number of Applicants		Number Accepted		Number of New Enrollment	
	Total	% Women	Total	% Women	Total	% Women
Bio Science						
Botany	36	39%	30	33%	24	38%
Entomology	40	15%	27	19%	9	11%
Humanities						
Classics	54	52%	NA*	NA*	13	62%
Math & Physics						
Astronomy	37	16%	10	30%	3	67%
Physics	200	4%	111	4%	48	6%
Social & Behavioral						
Economics	379	18%	65	18%	59	17%
Agriculture						
Agr. Econ.	110	9%	57	11%	22	0%
Horticulture	48	23%	38	10%	16	13%
Education	1033	52%	888	55%	739	55%
Medicine						
Allied Medical	38	50%	25	56%	23	52%

* Data Not Available

Policies and Attitudes

To determine policies and attitudes toward women graduate students for admissions selection, for recruitment procedures, for fellowships, and teaching and research assistantships, Task Force 2 decided to conduct interviews in those departments offering graduate study at The Ohio State University. Time constraints and limited task force personnel made it impossible to interview all 125 departments offering graduate work. Therefore, departmental selection was necessary.

Methodology

The committee wanted to select from extreme ratios of men to women on the university faculty, but after examining various approaches decided to use existing data. Unfortunately, this data which consisted of percentages of faculty-staff men and women included non-academic personnel primarily composed of women. This biased the data to improve the status of women. Within the various colleges, departments showing a high percentage of women, departments showing a low percentage of women, and those departments representing the average of 65 percent men and 35 percent women were identified. From a total of 125 departments, 47 were chosen to be interviewed. (See

Table 9). Of the 47 selected departments, only 26 were actually contacted. The remaining 21 were not included for various reasons ranging from no graduate program to inability to contact because the appropriate person to be interviewed was unavailable or because of time constraints on the interviewers. Contact was made with each department marked with an asterisk in Table 9. This contact provided statistics, an interview, or both.

The Task Force determined that the Graduate Committee Chairman would probably be the most appropriate persons to react to their inquiries. The chairmen of the selected departments were interviewed by telephone or in person by the four Task Force members during the month of January, 1971. All interviews related to statistics and policies for the academic year, 1969-70.

An interview instrument was prepared to record statistical information on the number of departmental graduate student applicants, enrollments, and number receiving financial assistance. (Appendix H). This was broken down by men and women and type of assistance. Questions were included to inquire as to student selection criteria, student qualifications, and recruitment procedures.

Selection Criteria

When Graduate Committee Chairmen were questioned as to their criteria for the selection of students for graduate work, the majority of those surveyed listed in order of importance, the point hour ratio, the score on the Graduate Record Examination, if given, and the recommendations for the prospective student. Most departments mentioned some other interests in the application--the student's background,

Table 9

Selection of Graduate Departments
The Ohio State University
Faculty & Staff 1969-70
Men & Women

College:		Department	Percent of Women
Arts		Art	Low
	*	Dance	High
		Music	Average
Biological Science		Genetics	Low
	*	Botany	High
	*	Microbiology	Average
	*	Entomology	Low
		Zoology	Low
Humanities		Philosophy	Low
	*	Classics	High
		East Asian Lang.	Average
		History	Low
Math & Physics	*	Astronomy	Low
		Geodetic Sci	Average
	*	Chemistry	Low
	*	Mathematics	Low
	*	Physics	Low
Social & Behavioral		Political Sci	Low
	*	Speech	High
		Geography	Average
	*	Economics	Low
		Sociology	High
Administrative Science	*	Management Sci	Low
	*	Social Work	High
	*	Accounting	Low
		Finance	Low
Agriculture & Home Economics		Plant Pathology	Low
	*	Home Ec.	High
	*	Ag. Ec.	Low
	*	Horticulture	Low
Education		Man's Phys Ed	Low
		Women's Phys Ed	High
	*	Education	Average

Table 9 (continued)
The Ohio State University
Faculty & Staff 1969-70

College:		Department	Percent of Women
Engineering			
	*	Eng. Mechanics	Low
		Photography	Average
		Aero Eng	Low
	*	Architecture	Low
	*	Computer Sci	Low
	*	Metal Eng	Low
Pharmacy			Low
Dentistry			
		Dental Hygiene	Low
Law			Low
Medicine			
	*	Radiology	Low
	*	Nursing	High
	*	Opthamology	Average
	*	Allied Medicine	High
		Psychiatry	Low
		Surgery	Low

* Departments actually contacted.

motivation or personal interview. In some of the Professional Schools a specific background determined qualification. (e.g., in Radiology one must have an M.D.)

In some departments the criteria differed for men and women students. The Department of Engineering Mechanics, in a effort to increase their female enrollment, gave special consideration to women. The Dance department favored male applicants due to the low number of men enrolled. The Entomology department considered men with point hours lower than those of women because they believed that as undergraduates women applied themselves better.

When questioned as to the differences in the qualifications of the men and women applicants, most of the responding departments felt that there was little difference in their qualifications. In a few schools there was a large difference in the number of men applying compared to the number of women applicants. For example, the Mathematics department had fewer female applicants than male, while Nursing had considerably fewer male applicants than female.

Recruitment

When questioned concerning the recruitment policies, it was found that the majority of departments do some sort of recruitment. Exceptions were few and were generally those departments with a small graduate enrollment or those which already received more applicants than they could easily accommodate. About half of the departments surveyed regularly send brochures to appropriate colleges. Most of the departments relied on word of mouth at professional meetings and conventions. Many stated that they distributed information concerning their graduate programs to those schools which had previously sent good students. All departments, of course, sent information to individual students on request. The Speech department mentioned special concern with underdeveloped areas and inner-city programs. None of the departments questioned mailed brochures only to exclusively male or exclusively female colleges. The purpose of their recruitment programs was to get students of high quality and motivation who possess a good undergraduate preparation.

Financial Assistance

A portion of the interview was devoted to the Graduate Committee's procedure for awarding departmental fellowships. The term fellowships was used to describe any supported programs which allowed the student to participate in graduate study without being employed. It was generally true that the same criteria used for admitting students were also used in considering students for fellowship awards. In many cases, particularly in the sciences, fellowships were awarded with reference to the individual's interest and background in relation to the special project with which that student would be working. This selection, often the decision of the individual professor with whom the student would be working, may or may not be compatible with the department's nondiscrimination policy.

The selection, by the department, of fellowships showed little difference in the criteria for male and female. The one exception was Social Work, which had a policy encouraging minority group men. Little difference was found in the qualifications of male and female applicants, with the exception that women seemed to have higher point hour ratios.

Fellowships which were paid and administered through the Graduate School were awarded by the University Fellowship Committee. These included grants from the National Defense Education Act, the National Science Foundation, and University Fellowships. Dr. Elmer Baumer, Associate Dean of the Graduate School, indicated that sex was not a deciding factor in the decisions of the Fellowship Committee. For the year 1969-70, 350 men received university-awarded fellowships and 169 or 33 percent women were recipients comprising a total of 519 fellowship holders.

Graduate Committee Chairmen were asked to discuss their selection of teaching assistants. The criteria for selection of teaching assistants and associateswere reported as identical to those mentioned for the selection of fellowships. In addition to those qualifications of acceptable point hour ratio, Graduate Record Examination score, if required, and recommendations, other criteria mentioned were need, and the ability to communicate and to teach. Criteria were different for men and women in a few departments. Engineering Mechanics favored women due to the low female enrollment and Dance favored men due to the low male enrollment. There was found to be no significant difference in the qualifications of those men and women applying for assistantships.

Teaching assistants were variously employed depending on the needs of the departments. Some taught independently, others assisted professors or were in laboratory service. The criteria and use of teaching associates were the same as for teaching assistants.

The criteria used for selection of research assistants and associates were similar to those used in selection of teaching assistants and associates. A strong background in the discipline area was stressed somewhat more, and the individual professor whom the graduate student would assist was more often consulted in the selection. In a few cases, such as Astronomy, the selection was left entirely to the individual professor given the grant.

The percentage of applicants eligible for financial assistance varied from 10 percent to 100 percent depending on the department.

Statistics for various fellowships, traineeships and assistantships awarded in each department are shown in Tables 10 and 11. Some departments were unable to easily supply this information.

Results

Much data were unavailable or the appropriate persons to supply the data could not be contacted. After three attempts to make contact, Task Force members were requested to discontinue their efforts because of time limitations. Therefore, the interview instrument could not be used as effectively as desired.

However, many of the contacted departments were able to furnish statistics on the number of graduate students enrolled in the 1969-70 academic year. Table 12 presents the survey data on enrollment and numbers of students in masters and doctoral programs. Certain statistical information was obtained from departmental records rather than from the Graduate Committee Chairmen.

The majority of women were enrolled at the masters level with a marked decline in post masters enrollment. (See Table 12).

Survey results regarding selection criteria did not generally indicate an intention to discriminate against women in their policies. The exceptions were in those areas which favored either men or women

Table 10

Survey Results, Task Force 2
The Ohio State University
Fellowship 1969-70
Records in Selected Departments

Department	Graduate Enrollment		Fellowships	
	Total	% Women	Total	% Women
Bio Science				
Botany	55	35%	8	38%
Humanities				
Classics	37	35%	7	57%
Math & Physics				
Astronomy	3*	67%	2	50%
Chemistry	113	9%	19	5%
Physics	174	3%	14	14%
Social & Behavioral				
Economics	222	17%	19	11%
Admin. Sci				
Social Work	190	67%	50	60%
Agriculture				
Ag. Econ.	22*	0%	4	0%
Horticulture	35	11%	8	13%
Education	1093	43%	66	55%
Engineering				
Computer Science	76*	21%	9	33%
Medicine				
Allied Medical	23*	52%	17	59%

*New Enrollment

Table 11

Survey Results, Task Force 2, The Ohio State University
Teaching Associates and Assistants Records in Selected Departments
1969-70

Department	Graduate Enrollment Total	Graduate Enrollment % Women	Number of Teaching Associates Total	Number of Teaching Associates % Women	Number of Teaching Assistants Total	Number of Teaching Assistants % Women	Total Number of TA's Total	Total Number of TA's % Women
Bio Science								
Botany	55	35%	12	25%	18	61%	30	47%
Entomology	9	11%	0	0%	8	13%	8	13%
Humanities								
Classics	37	35%	15	27%	6	50%	21	33%
Math & Physics								
Astronomy	3 *	67%	0	0%	4	0%	4	0%
Chemistry	113	9%	0	0%	47	15%	47	15%
Soc. & Behav.								
Economics	222	17%	5	0%	137	12%	142	11%
Admin. Sci.								
Social Work	190	67%	4	25%	6	100%	10	70%
Agriculture								
Agric. Econ.	22 *	0%	1	0%	0	0%	1	0%
Horticulture	35	11%	2	0%	2	50%	4	25%
Education	1,093	43%	92	37%	9	56%	101	39%

* New Enrollment

Table 12

Survey Results, Task Force 2
The Ohio State University
Selected Graduate Enrollment 1969-70

Department	Graduate Enrollment Total	Graduate Enrollment % Women	Masters Total	Masters % Women	Post Masters Total	Post Masters % Women
Bio Science						
Botany	55	35%	31	42%	24	25%
Entomology	9	11%	5	20%	4	0%
Humanities						
Classics	37	35%	31	35%	6	33%
Math & Physics						
Physics	174	3%	18	17%	156	2%
Administrative Science						
Social Work	190	67%	180	70%	10	10%
Agriculture						
Horticulture	35	11%	22	18%	13	0%
Education	1093	43%	545	62%	548	24%
Engineering						
Metallurgical	19	0%	8	0%	11	0%

due to disparate sex ratio or in a few instances where women were expected to have higher point hour ratio for admission to the department because of higher undergraduate scholastic achievement.

Recruitment procedures seemed to encourage a potential for bias, difficult to assess in their word-of-mouth activities. Recruitment policies continued to attract or seek the same sort of applicants each year. In general there did not seem to be an effort to broaden the scope of recruitment to include people not historically associated with that particular field of study.

The Graduate Committees of the individual departments which made decisions on admitting an applicant to graduate study, nominating him for a fellowship, or awarding him a position as a teaching or research assistant necessarily made qualitative judgments in measuring the applicant against the selection criteria. The determination of the skill, talent, quality, and interest of a prospective student, or even the evaluation of a recommendation involved a somewhat arbitrary decision by an individual. This was also true when an individual professor awarded research jobs. Judgments as to whether or not the student would or should terminate study after a master's degree seemed to indicate a source for bias.

At these important decision-making points the arbitrary judgment of an individual faculty member might be required. Although the individual qualitative judgment by faculty is desirable, actual procedures could be investigated as possible sources of bias operating within a non-discriminatory departmental policy.

--survey of individual faculty
--survey of graduate and professional graduate student women
--determination of various faculty who have or have not directed women in graduate work
--investigation into procedures for hiring faculty of the various departments

In the area of financial assistance, the ratio was favorable to the number of women graduate students at the masters level and especially at the doctoral level.

Recommendations

1. Since Task Force 2 was unable to obtain salary data for graduate students, it is recommended that a comparative study of those titles used to employ graduate students (e.g., teaching and research associates and assistants, etc.) be conducted to review salaries by department and by sex. This information should then be released to each graduate department so it may review its status within the total University.

2. Numbers and sex of applicants, acceptances, and enrollment by department for graduate study should be recorded and this information disseminated periodically by the appropriate offices.

3. The scope of recruitment for graduate study should be broadened to include groups not historically associated with a field of study (e.g., Dentistry and Optometry).

4. A study should be made of actual procedures which operate within the basically non-discriminatory policies of the graduate departments to determine individual faculty-student points of contact which may exist as points of bias.

Part IV

PHASE I SUMMARY RECOMMENDATIONS UNDERGRADUATE AND GRADUATE REVIEW TASK FORCES 1 AND 2

In several cases, the recommendations suggested by Task Force 1 and Task Force 2 were comparable and complimentary. Insofar as the separate studies arrived at similar conclusions and problems along the way, these joint recommendations are further strengthened and bear reiteration. They also deserve the fullest attention of university officials by whom action to implement them is requisite. To this effect, the recommendations of Task Force 1 and Task Force 2 are re-arranged below to focus on an action-oriented approach.

Without substantively changing the character of the stated recommendations, they lend themselves to the following order: those that are best implemented by the individual departments and schools themselves, and those that can be most adequately directed from the level of central administration.

Departmental Action

Recruitment. Task Forces 1 and 2 corroborated the fact that many areas were not being as vigorous as they might be in fulfilling their share of the task of stimulating youthful feminine interest in their respective careers. Task Force 1 found a significant percentage of undergraduate departments experiencing difficulty recruiting women, but also found a high correlation between experiencing difficulty recruiting women and the particular types of recruitment techniques and materials utilized. Task Force 2 also reported that "recruitment policies continued to attract or seek the same sort of applicants each year" and that generally "there did not seem to be an effort to broaden the scope of recruitment to include people not historically associated with that particular field of study. Thus, the recommendation that all departments are urged to review their recruitment procedures and literature in a more vigorous attempt to attract qualified women and encourage high school women. This is particularly important for those departments handicapped by societal perceptions.

Admissions Policies: The recommendation of Task Force 1 that the Dental Hygiene Program be re-examined in light of its stated "women only" admission policy, is reiterated. Attention should also be given to those areas such as Dentistry and Optometry where few, if any, women are enrolled. The various graduate committees should annually review data provided to them by the Admissions Office describing number of applicants, acceptances, and enrollments by sex to insure that they maintain their non-discriminatory admissions policies.

Counseling and Advising: Critical to evaluation and improvement in this realm is the need for adequate data, especially in the undergraduate departments, as emphasized by Task Force 1. Minimum data to facilitate further research should show by male and female and by department:

a. number of persons requesting to enter a particular department as a major

b. number of persons accepted to the department as a major

c. number of persons graduating from the department.

Continuing Education Division: It bears repeating here that Task Force 1 recommends expansion of the programs already in existence and an increase in the number of times during the day that programs are offered.

Central Administration Action

Admissions Policies. Applicable here is the Task Force 1 recommendation that "as the university moves toward selective admissions, every precaution should be taken to prevent any discriminatory practices from being unintentionally included in the statement of admissions policy." Task Force 2's recommendation is of critical importance for future reference: "The Admissions Office should record and make available . . . a breakdown by male and female of the number of applicants to all graduate departments, and the number accepted or rejected . . . (which) should be sent periodically to the various departments. The Registrar's Office should also inform the departments of the number of students enrolled in graduate study."

It is also appropriate to note that stimulus and leadership for the task of data collection and accurate records by each department as recommended by both Task Forces 1 and 2 must come from central administration, regardless of whether the actual records are housed in the departmental or administrative offices.

Unresolved Problem Situations

1. In several areas of review, it was documented that both Task Forces found individual subjective judgments by faculty to create extremely critical points of contact and entry of men and women students. Such points of "entry" are exemplified by, but not limited to, opportunities for further study in a field (faculty advising), fellowship grants, or acceptance as a teaching or research assistant. At these points faculty are unavoidably called upon to render highly qualitative evaluations, sometimes even arbitrary decisions, regarding an applicant's skill, talent, motivation, interest, or intent. This

extremely nebulous decision-making process has tremendous importance to the individual student, but it remains unstudied, uninvestigated, and the results of the process as they affect women are totally unsurveyed and uncalculated. Obviously, more research in greater depth than what this committee was able to accomplish should be conducted.

2. Further study should also cover those areas in which the committee was unable to initiate any review, e.g., the effect on women of the professional counseling activities of the University Counseling Center and the counselors in all of the college offices.

3. Reliable statistics on undergraduate enrollment and progress through university levels are currently lacking and are needed. (See Counseling.

4. Comparative data on graduate student salaries by men, women, and departments need to be collected and released to each graduate and professional department.

5. Since the report describes a student perception of existing discrimination in the university and since such a perception can be damaging to the attainment of university goals, a visible program should be initiated to research the unresolved problems listed above and to coordinate efforts to implement findings.

To assist in resolving the areas of need identified by the reviews of Task Forces 1 and 2, the establishment of an Office for Women's Affairs is recommended. Details for this proposal are delineated in Appendix I.

Part V

EMPLOYMENT POLICIES, OPPORTUNITIES, PRACTICES

TASK FORCE 3

Introduction

Task Force 3 consisted of Ad Hoc Committee members Norma Bugoci and Madison Scott. They were assisted by Tina McCune and Cheryl Orebaugh from the Office of Administrative Research and Systems and University Budget.

This sub-committee reviewed the following areas:

1. Employment policies, opportunities and practices as they affect women at the Ohio State University who are:
    a. faculty
    b. administrative and professional personnel
    c. civil service
2. Services, facilities, and special programs for women

The approach to this study was developed in conformance with policy objectives enumerated in the University's Policy on Affirmative Action. It is the stated policy of the University that it will not discriminate against any employee or applicant for employment because of race, color, creed, national origin, sex, or age. All University officials responsible for personnel administration have a performance obligation to support this policy. Yet, because in many cases the numerous policies regarding recruitment, hiring, training, supervision, promotion, salary, and benefits of employees are vague and inconsistent, the University's policy of non-discrimination is often negated.

The functions of University personnel administration are performed by several people and offices. The Personnel Department as presently constituted is primarily responsible for personnel appointed under civil service only. Personnel administration related to faculty and administrative and professional employees is the responsibility of various colleges, departments and divisions, with coordination from the Vice President for Academic Affairs and the Executive Vice President for Administrative Operations.

The general policies and various criteria for selection and appointment to the University positions are different for each major job category which includes faculty, administrative and professional, civil service and students. Because of this decentralization of the personnel function, policies and practices relating to salaries, promotional opportunities and benefits are vague and somewhat inconsistent.

For budgetary purposes, the University classifies its employees into six categories. These are nine-month faculty, twelve-month faculty, administrative and professional employees, civil service staff, special contract employees, and wage employees. This Task Force reviewed conditions relating only to faculty, to administrative and professional employees and to civil service staff. Time and lack of available data did not permit a detailed study of wage employees and those on special contracts. The area of student employment is being reviewed by other groups appointed by the Academic Vice President and the Executive Vice President of this University.

Methodology

Task Force 3 decided to approach their study in the following manner:

1. Review personnel policies and practices pertaining to

employment opportunities, and benefits.

2. Utilize categories of job classification established by the University, e.g., faculty, administrative and professional, and civil service.
3. Secure data collected through the Affirmative Action program as a resource.
4. Review and analyze the data.
5. Based on the review, if additional information were required, engage in further discussion with college and department personnel.
6. Prepare summary and recommendations.

Faculty

This portion of the report relates to information applicable to personnel who are defined in Section I, Article IV of the By-laws of the Board of Trustees and by Rule 25.01 of the Rules for the University Faculty as follows:

> "The University Faculty shall be constituted as follows: The President of the University, the members of the President's Cabinet, the Deans, the Associate Deans, Assistant Deans, and Secretaries of the Colleges and of the Graduate School, all persons with the faculty rank of Professor, Associate Professor, Assistant Professor, and Instructor (providing that persons holding the rank of Instructor have served the University on a Regular Appointment in that rank for at least six quarters); all persons with faculty rank of Professor Emeritus, Associate Professor Emeritus, and Assistant Professor Emeritus; the Director of Mershon Center for Education in National Security; the Director of Libraries; the Registrar; and the Director of Admissions."

This section of the report pertains only to those individuals holding the faculty ranks of instructor through professor. Policies and procedures cited are current as of January 30, 1971.

Recruitment:

Each college, department and division is responsible for the selection of applicants and for appointments to either vacant or new faculty positions. Data available for use from the Office of Affirmative Action revealed that most departments use professional society affiliation or a word of mouth technique to fill vacancies. Further examination of this data indicated that departments have individual qualifications they use for screening applicants.

Appointment, Promotion and Tenure:

The primary criteria to be used in appointing persons to faculty rank are teaching ability and scholarship which includes personal attributes of integrity, industry, open-mindness, objectivity, capacity for leadership, cooperation, and research ability and its evidences, both published and unpublished.(3) In pursuing the objectives of its policy of equality of opportunity, the University hires solely on the basis of ability, experience, and qualifications, without discrimination as to race, color, creed, religion, national origin, age or sex.(4)

In considering the selection of persons for appointment to Faculty ranks, rigid application of the criteria for each rank may not be practical. The duties and responsibilities of individuals vary greatly, and various criteria are of different importance in each case. The objective is to determine that a person with faculty potential can reach a level of performance in reasonable conformity with the requirements of a given rank as a prerequisite to appointment to that rank.(5)

Appointment: Once a department has selected a prospective faculty member, the recommendation for appointment is submitted by the department chairman to the appropriate college dean, who transmits it to the Vice President for Academic Affairs, and to the President of the University. Final approval for rank and salary is made by the Board of Trustees. If an initial appointment to faculty is also for membership to the Graduate Faculty, the approval of the Graduate School Dean is required prior to submission to the Academic Vice President

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(3) Faculty, Appointment, Promotion and Tenure, The Ohio State University, July, 1962

(4) EEO Policy. OSU Operating Manual, December, 1970.

(5) Op. cit.

Individuals employed for faculty positions are given a "regular appointment" on a nine-month or twelve-month basis. A "regular appointment" is issued to meet the continuing needs of a department and is renewed automatically at the beginning of each fiscal or academic year. Twelve-month appointments are effective for the fiscal year July 1 through June 30 and are paid in twelve monthly installments. Nine-month appointments are effective from October 1 through September 30 (academic year) with teaching service provided for three out of four quarters. Salaries of nine-month faculty are paid in twelve monthly installments (October 1 through September 30). Often faculty members are employed on a "Special" appointment to provide teaching service during the "off-duty quarter". ("Special" appointments are given for a specific period of time to perform short-term service). Since various combinations of quarters of service are possible, i.e., Autumn, Winter, Spring or Autumn, Spring, Summer, etc., the utilization of a faculty member's time for teaching is expected to be made by the department chairman in order that all classes offered by a given department are covered.

No clear guidelines are contained in Board Rules or the Faculty Handbook on policies relating to offering nine-month appointments versus twelve-month appointments to faculty. The data, however, show that most nine-month appointments are made in the undergraduate colleges, i.e., Arts, Humanities, Math & Physical Sciences, Social & Behavioral Sciences, and University College (including Branches at Lima, Mansfield, Marion and Newark) while twelve-month appointments are predominate in the undergraduate and graduate professional colleges. Of the 1324 persons employed as nine-month faculty, 1133 (86%) are men, and 191 (14%) are women. The twelve-month total faculty is 1680, with 1346 (80%) men, and 338 (20%) women. Only 19% of the total faculty count of 3004 are women.

In order to determine if discrimination exists in the faculty ranks between males and females, the qualifications of all individuals would have to be studied and compared. Most of the criteria for attaining rank are flexible, intangible, and individually applied, and because time did not permit this committee to collect and evaluate information on degree qualifications,an in-depth (comprehensive) study was impossible. The only analysis possible was a comparison of head counts. The data revealed that 6% were women of a total of 857 individuals holding the rank of professor. Of the 656 holding the rank of associate professor, only 14% were women. Of the assistant professors, 20% women were found in the total of 751. 36% of the 639 instructors were women. This compares with a 1966 report of the U.S. Office of Education which estimated that on college faculties, women comprised 32 percent of instructors, 20 percent of assistant professors, 15 percent of associate professors, and 9 percent of full professors.(6)

Promotion: In accordance with Faculty Rule 13.0503, each academic unit has filed with the Office of Academic Affairs its criteria for promotion and tenure. These written criteria were reviewed in detail, and there were no indications of discriminatory practices in the promotion of male and female. No figures were available to show the University's trend in the promotion of its males and females.

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(6) Report on Higher Education, Frank Newman, Unpublished Report, March 1971.

Tenure: Specific rules have been adopted relating to tenure and to the rights and responsibilities of faculty by the Board of Trustees.(7)

The rules state that "attainment of tenure is not automatic." However, no central source currently exists with information on which faculty members have tenure or do not have tenure. Records were available on individuals who received tenure during the last five years, but little information was available prior to that time. Some of the Colleges had excellent records of their faculty whom they viewed as having tenure. Other Colleges had no tenure records of any kind. The Office of Academic Affairs is currently attempting to compile a master list of faculty which will show those individuals who should have tenure, those who have tenure, and those to be reviewed for tenure based on the year in which they complete probationary status.

The general policies and criteria for tenure in each college (on file in Academic Affairs) was carefully reviewed and it was concluded that no visible form of discrimination existed.

Salaries:

All Colleges operate within an established budget, and the salary offered to a prospective faculty member is determined by the monies available in each College. The Colleges may not exceed the number of dollars allocated to them in any budget year. Salary studies for faculty by rank, by sex, and by college only have been done centrally for many years. Generally, college averages have been distributed to college deans for use at their discretion. Information on faculty compensation based on AAUP (American Association of University Professors) findings have been mailed to all faculty for the past two years. Recently, the Office of University Budget developed a salary analysis of faculty salaries by department, by rank, by sex, and by college. This information was distributed to the academic deans for use in budgeting for 1971-72. The Office of University Budget also prepared a salary study comparing OSU salaries to those paid at other selected institutions participating in the Committee on Institutional Cooperation within the Big Ten. These were distributed to college deans. However, salary data, for the most part,are classified as confidential information with exchange of data limited to central administration and college deans. The deans of the various colleges decide on how much information to give to department chairmen.

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(7) Faculty Appointment Promotion and Tenure, The Ohio State University, July, 1962.

Because of the difficulty in obtaining salary data and preparation of the data for analysis, the Ad Hoc Committee decided to submit this material as a Special Supplement noted as Appendices J, K, and L.

Benefits:

Each individual regular employee is provided certain fringe benefits by the University. Policies covering entitlement to the various program benefits are uniform in application and are administered without regard to race, creed, color, sex, or national origin, and are contained in University publications.(8)

State Teachers Retirement Program: Faculty members enroll in the State Teachers Retirement System. The faculty member contributes 7.8% of his monthly salary (via payroll deduction) and the University contributes 12.9% of the monthly salary to the retirement fund.

Major Medical Group Life Insurance: A premium to cover the costs of Major Medical Group Life Insurance is added to the salaries of all regular members of the faculty.

Blue Cross/Blue Shield: Optional University sponsored hospitalization and surgical insurance plans are available with coverage effective as of the date of employment.

Military Leave: Military leaves of absence are in accordance with federal and state laws.

Workmen's Compensation: Each faculty member is protected by the provisions of the Law of the State of Ohio.

Sick Leave: Absence due to illness is considered on an individual basis.

Vacation: The policy of the University states that all faculty members shall be off duty for one month each year.

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(8) Faculty Handbook, The Ohio State University, August, 1969, See Operating Manual, The Ohio State University, Section 1-1, pgs. 9, 14, 15, 25, 33-37, February, 1971.

Administrative and Professional Employees

Task Force 3 discovered that no written statement of policy currently exists which defines an administrative and professional employee. The University states that administrative and professional employees are not classified as faculty or civil service. Examples of A & P personnel are the President, the Vice Presidents, the deans, associate and assistant deans, research associates, and assistants, college counselors, the payroll officer, assistant to deans and chairmen, administrative assistants and various other individuals.

Policies and procedures cited are current as of January 30, 1971.

Recruitment

Each college, department or division is responsible for the selection of applicants and for appointments to either vacant or new positions. Most recruitment for A & P is done by word of mouth, through "somebody who knows someone".

Appointment, Promotion and Tenure

The only known restrictions for appointing individuals to the A & P class are budgetary. If money is available and the need to hire is established, individuals are employed. Job descriptions or position descriptions are not required for appointments to this class. However, each area is requested to submit a letter stating the qualifications of the individual and the proposed salary, with the appointment recommendation to the Director of University Budgets. Occasionally, a specific title is denied or a salary change is recommended. Data on the frequency of such changes are not available.

Individuals are sometimes changed from a civil service classification to the administrative and professional group. No guidelines for making such changes were available. Changes in titles denoting a promotion within A & P, were from an assistant dean to an associate dean or from a dean to a vice president. However, no clear cut definition existed on what constituted a promotion.

Data revealed that of a total head count of 2,237 A & P personnel, only 35% were female. Data currently are not available to show the kind of positions held by these women. Presently, there are no female vice presidents, no female deans, and only a few females with either assistant or associate dean positions. This report reveals that faculty have rules relating to qualifications for tenure, civil service employees have laws protecting their status, but no guidelines or policies exist for the individual employed in the administrative and professional category.

Salaries

No guidelines exist for structuring salaries in this area. Salaries of newly appointed administrative and professional personnel are usually based on what the individual is able to negotiate, with no apparent concern given as to how much the position is worth, or how the compensation compares with other similar individuals and positions within the University. As indicated, this category of personnel covered some 2,237 employees ranging from the president to Technical assistants. Salary information only indicated gross differences between males and females in salary. The data did not reflect the type of positions compared.

Benefits

Each regular A & P employee is provided some fringe benefits by the University. Stated policies covering these benefits are uniform with no discrimination reflected due to race, creed, color, sex, or national origin.(9)

Retirement

If the A & P employee transfers from faculty status to A & P or if the employee has been a member of State Teachers Retirement, the employee is enrolled in the State Teachers Retirement System. The individual contributes 7.8% of each month's salary to the STRS, with the University contributing 12.9% of the monthly salary. A & P employees who are not currently or have not previously contributed to STRS are enrolled in the Public Employees Retirement System. The employee contributes 7.7% of the monthly salary, and the University provides a contribution of 10%.

Workmen's Compensation

Each A & P employee is protected by the provisions of the Law of the State of Ohio.

Major Medical Group Life Insurance

A premium to cover the cost of the program is added to the salaries of all regular A & P employees. This portion of the salary is tax exempt, and coverage is effective on the date of employment.

Blue Cross/Blue Shield

Optional University sponsored hospitalization and surgical insurance is available to each A & P employee with coverage effective on the date of employment.

Military Leave

Military leave policy is in accordance with Federal and State Laws.

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(9) Operating Manual, The Ohio State University, Section 1-2, February, 1971

Sick Leave

There is no definite, written A & P sick leave policy. Different procedures exist. Some areas administer sick leave in accordance with civil service policies and others areas deduct time from earned annual leave time.

Vacation

There is no definite vacation policy. Each area administers its own policy. Some follow civil service guidelines while others allow one month, as specified for faculty. The "one month" is interpreted as anything from 20 working days to literally one month. Some employees benefit by taking a vacation during a 31 day month.

Civil Service Employees

Policies and procedures cited are current as of January 30, 1971.

A civil service employee was described as one who is appointed and who serves under the provisions of Chapter 143 of the Ohio Revised Code. Appointments are made to classified positions on specific salary schedules that have automatic step increases established by the State Legislature in the State Classification and Salary Plan as approved by the Ohio State University Personnel Director.

The basis for the establishment of an authorized position in the civil service is the Position Description Form 7552. A Position Description form is completed, in the case of a new position or a reclassification of an existing position, which describes the duties performed, and identifies the organizational unit to which the position is assigned.

Positions in the classified service are divided into two groups:

1. Those classifications for which assembled competitive civil service examinations have been prepared.
2. Those classifications for which no assembled competitive civil service examination has been prescribed. Employees in these classifications are graded in an unassembled examination on the basis of their education, training, and past work experience to qualify for the position to which they are appointed.

In pursuing the objectives of its stated policy of equality of opportunity, the University hires solely on the basis of ability, experience, and qualifications, without discrimination as to race, creed, religion, national origin, age, or sex.[10]

Recruitment

While the personnel function for faculty and administrative and professional employees is administered by each college and division, the Personnel Department is responsible for the employment function for personnel in the classified civil service. The Personnel Employment Office has prime responsibility for recruiting, testing, and referral of applicants to the various departments for employment interviews.

The University does not have a traditional source of applicant supply for positions open in the classified civil service. Essentially, recruiting for qualified professional, secretarial, clerical and service support positions is limited to a few "help wanted" advertisements, field trips, employee referrals, and, as a last resort, employment agencies. Although some improvements have been made by the University to provide information concerning its job opportunities and to develop new sources of applicants, it was evident that much remains to be done as the University lacks a well-planned and coordinated recruiting effort.

Individuals appointed in the classified civil service are processed through the Personnel Employment Office before final job offers are made. Appointments to positions in the classified civil service are made from lists of eligibles established from competitive civil service examination. An appointment in the classified service is not complete until a probationary period of not less than 60 days or more than 120 days is satisfactorily completed. If the service of a probationary employee is unsatisfactory, the individual may be removed at any time during his probationary period after completing 60 days. Upon the attainment of permanent status, a classified civil service employee can not be terminated without just cause.

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[10] Ibid, Section 1-3

Promotions

Ohio Civil Service Law provides for promotion on the basis of competitive promotional civil service examination. However, this review revealed that the University does not have a promotional examination program or any campus-wide system of promotion for persons serving in the classified service. The usual procedures indicated that employees serving in the classified service could be considered for promotion when vacancies in their job classification are to be filled. Strictly speaking, however, promotions of persons in the classified service are made on the basis of decisions of the department head or supervisor, with the approval of the Personnel Director.

If an individual is fortunate enough to be originally employed in a department which believes in promotions from within, which is large enough, and which has enough turn-over with fairly regular higher level positions available, then his promotional opportunities are good. If, however, a person is employed in a smaller department where limited promotional opportunities exist, or where outside employees are consistently hired to fill departmental positions, promotional opportunities are poor. The best alternative for the latter individual is to seek a transfer to another area by using his own in-house knowledge and contacts to determine available positions.

The University's policy on transfers for classified service employees states:

"An employee may be transferred if such transfer is in the best interest of the University and the employee concerned . . ." (for more detailed information see the booklet entitled "Policy and Rules Relating to Working Conditions of the Non-academic Employees of the Ohio State University").

Yet, in reality, the existing policy has not utilized in-house potential, and, therefore, it has not served the best interest of either the University or of the employee concerned.

Salaries

Compensation for personnel appointed in the classified civil service at the University is fixed by the State Legislature. A specific pay range is assigned for each job classification, and there are no salary inequities based on sex.

Benefits

Policies covering entitlement to the various program benefits are uniform in application and are administered without distinction as to sex. The Personnel Department is functionally responsible for the administration of the benefits program for all University employees. The benefit program encompasses a wide range of benefits that supplement salary programs.

The following sections describe the major benefits provided by the University for its regular civil service employees.

Workmen's Compensation: Each employee is protected by the provisions of the Workmen's Compensation Law of Ohio. This law covers expenses for medical care, as well as certain benefits for loss of salary, which are paid through the Industrial Commission of Ohio for loss of salary, due to injuries or disabilities received during the regular performance of official duties.

Group Life and Major Medical Insurance: The University provides Group Life and Major Medical Insurance benefits at no cost to its regular civil service employees.

Blue Cross/Blue Shield: Group hospitalization and surgical benefits are available to all employees and their families. Costs: Participation in the group plan is not mandatory for employees whose rate of pay is more than $3.88 per hour. Employees may enroll during the first 30 days of employment, or the annual enrollment period in October of each year. The cost of the plan is taken as a payroll deduction.

Employees who are in classifications assigned to a pay step of $3.88 per hour or less receive individual or family Blue Cross and Blue Shield coverage at no cost.

Vacations: Civil Service employees earn leave at the rate of 80 hours of vacation per year (two weeks) for the first 10 years of service; 120 hours of vacation per year (three weeks) for the second 10 years of service; and 160 hours of vacation per year (four weeks) after 20 years of service.

Holidays: The following yearly paid holidays are observed by the University. In the event that one of the days occurs on a Saturday, the Friday immediately preceding is observed as the holiday. If the holiday falls on a Sunday, the Monday immediately succeeding is observed as the holiday.

New Year's Day	January 1
President's Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Columbus Day	Second Monday in October
Veterans Day	Fourth Monday in October
Thanksgiving Day	Fourth Thursday in November
Christmas Day	December 25

Sick Leave and Absences: Sick leave is earned at the rate of 4.6 hours per 80 hours of service and may be accumulated up to 960 hours. Sick leave may be used for personal illness and for illness or death in one' immediate family.

Military Leave: An employee who belongs to the Ohio National Guard, or to any other reserve component of the United States Armed Forces, is granted leave with full pay up to 31 days per calendar year if he is called for field training or active duty. This leave is in addition to the regular vacation time.

A permanent employee ordered involuntarily to extended active duty in the military service is granted leave with pay for any remaining part of the 31 days of the calendar year but without pay for the remainder of such service.

The permanent employee who applies for his former position at the University within 90 days after honorable discharge may be reinstated in that position.

Retirement: Civil Service employees are members of the Public Employees Retirement System of Ohio. The employee makes a 7.7% contribution to the retirement fund, which is refundable 90 days after termination of state employment. The University's contribution to the Public Employees Retirement System is 10% of the total compensation earned. Employees with 35 years of service may retire at any age; those with 25 years, at age 55; and those with 5 years, at age 60.

Summary

A review of the personnel policies and priorities pertaining to employment opportunities, benefits, and working conditions at The Ohio State University revealed a number of inequities directly related to the problem under investigation.

An analysis of the University's work force at the faculty, administrative and professional, and civil service levels revealed that the University employed 8,304 workers, or a full-time equivalency of 7680.45. The total number of women was 3,147, or a full-time equivalency of 3004.15.

Of this total, women comprised approximately 18%, of the professorial ranks of instructor and above; and 35%, administrative and professional; with 60% being classified as clerical and service workers. Appendix J depicts the composition of the University's work force.

Data indicated that women at The Ohio State University lacked significant representation in most major areas throughout the University. While women comprised 38% of the total work force, they did not have equal status with men at all levels and in all realms of University activity. This problem was observed to be particularly acute in such areas as top level administrative and professional posts and in the instructional and research staff. Evidence showed that women were under-represented in these areas and, in general, held positions with little power involving critical decision-making.

Rules written for faculty relating to promotion and tenure were broad in concept and allowed for much individual interpretation at the college or departmental level. Information was collected on faculty salaries and compared by rank and by sex, but the data was not compared to qualifications nor to length of service.

Although civil service personnel received incremental changes in pay or changes in classification in the case of classified individuals, neither they nor administrative and professional employees were given the opportunity for continued personal development. To these individuals the University offered jobs, but it did not offer careers. There was no career system at the University which permitted persons coming into the University to be developed, assigned, and promoted as their activity and potential increased and the needs of the University changes. Thus, employees already at the University generally were relegated to a lifetime of work in one assignment rather than engaging in career development.

Services and Facilities Available to Women

Task Force 3 reviewed current practices and opportunities available during Autumn Quarter, 1970, to the female population of the University (faculty, staff and students) for use of the recreational facilities on campus.

The facilities used for the recreational and teaching function of the University have established priorities of (1) teaching, (2) athletics with emphasis on varsity sports, (3) intramural activities, and (4) other recreational programs. The recreational facilities of the University were built in 1930, to accommodate 15,000 students. With a current basic University requirement for physical education involving about 11,000 males and 3,500 females using available facilities between the hours of 8 and 4, and a current student enrollment of 45,000 plus students with a full-time faculty/staff population of over 16,000 plus, space and facilities are a problem.

The Ohio State University is currently in the lower third of the Big Ten in the availability of facilities for recreational functions, and yet these facilities are supporting programs of Physical Education, eighteen varsity sports in the Athletic Program, as well as other recreational programs aimed at the faculty/staff.

The intramural program[11] making use of the available facilities is the largest program of its kind in the country. The intramural program is directed mainly toward football. From 5:00 P.M. on daily, the intramural/recreational programs must work around the 18 varsity sports sponsored by the Athletic Department. Pool space is one of the larger problems as the Physical Education programs have first priority thereby making pool space available only on weekends. At the present time, mixed swims are held during the Fall, Spring, and Summer quarters on each Saturday, with an attempt being made to schedule some Sundays from mid-December. An attempt is also being made to schedule some Fridays. Students are constantly complaining about the pools being used by the Faculty and Staff during these mixed swims.

Programs available to the female population for intramural events[12] is administered by the Office of Student Affairs and is operated by Women's Physical Education. Women may participate in various activities within the Inter-Collegiate Club. These activities are kept at low key

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(11) Handbook of University Recreation and Intramural Sports. The Ohio State University 1970-71. Published by University Recreation and Intramural Sports.

(12) Women's Recreation Association, 1970-71. The Ohio State University.

and spectator sports are discouraged or kept at low key. Some thirteen different sports are available to women. Females have been involved in the patrol used for canoeing as well as guards at the pool.

Summary

The greatest problem facing the University recreational program was the lack of facilities. Hopefully this could be corrected within the next five years as plans are being considered by Central Administration for more and better facilities. These, of course, must compete with other University priorities.

Conclusions and Recommendations

The Task Force 3 study was a general one that attempted to focus on the employment problems of women at The Ohio State University and to indicate the need for further in-depth study and planning with regard to these concerns. A university the size of Ohio State is a complex organization imposing unique problems of management and control on its operating officials. However, the vagueness and inconsistencies in practice and policy were some of the university's most pronounced inadequacies. With such inadequacies, it was difficult to identify the nature and extent of certain discriminatory practices.

However, the inadequacies noted in data pertaining to the status and role of women at The Ohio State University supported the findings of other universities, that women were paid less and under-represented in upper academic and administrative levels. The Women's Bureau reported that in colleges and universities, women were much less likely than men to be associate or full professors. Rather, they usually hold such sex-oriented posts as Dean of Women or Director of Home Economics.[13] This view was enhanced by the fact that at The Ohio State University as of February 1, 1971, there were no women serving in positions of Vice Presidents or Deans, or in any of the top administrative policy-making positions. The Women's Bureau report further noted that the earning wage between men and women varied considerably by occupational groups, even when they were employed in equal positions.[14]

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(13) Fact sheet on the earnings gap, U. S. Dept. of Labor Women's Bureau Washington. D. C., 1970, p. 1.

(14) Fact sheet on the earnings gap, U. S. Dept. of Labor Women's Bureau, Washington, D. C., 1970, p. 1.
Ibid

Findings at The Ohio State University supported this observation.

Written statements of policy in regard to certain categories of University employees were either non-existent or inadequate, particularly as they pertained to selection criteria, benefits, and compensation. Further, in the specific area of the administrative and professional class, there were no clear statements of what the University expected of this category of employee, or what this category of employee could expect from the University.

Information on the promotional opportunities for administrative and professional employee could only be found through the use of historical records maintained by the Payroll Department of The Ohio State University. These records contained payroll information relating to salary and titles but were not in any type of order to be analyzed. Departments or colleges had some data on faculty or civil service employees. With the exception of the civil service class where each position was coded with a job title and salary level, no specific guidelines were available on salary data to operating officials. Policies appeared to be the result of practice and tradition. Based on this fact alone, it was reasonable to assume that there were indeed inequities at The Ohio State University including some based on sex. Beyond this, it would appear that employment practices affecting women at Ohio State University were less the product of conscious direction than the very human tendency to avoid sticky decisions. Omission rather than commission appeared to be the problem. Although qualified women might be available, affirmative action liaison officer data seemed to indicate that the University had not taken positive steps to exploit all of the available opportunities. It was further noted, however, that in certain disciplines as engineering, mathematics and physical sciences, medicine and veterinary medicine, the demand for women exceeded the supply of graduates available.

The factors which affected opportunities, policies, and conditions with respect to women at The Ohio State University were numerous. Further, the problems that the University faced in connection with recruiting, providing equal opportunity for all, budgetary concerns, and union demands, to name a few, suggested the depth and complexity of the issue. This, coupled with the lack of clearly-defined personnel policies and delineation of responsibilities, affected the personnel operation in a way which could not be calculated.

In spite of the fact that this review was a general one, and the University a complex organization, meaningful information was acquired. The data revealed a definite need for reorganization and development of sound personnel policies. After re-establishment of policies, existing inadequacies should be eliminated in all personnel areas of the University. Based on this data collection and review of personnel policy, the following are recommended:

1. A complete study of employment recruitment policies should be conducted.
2. A stronger effort should be made in recruiting and employing more women in faculty and upper-level administrative positions.
3. Promotion procedures should be written for the administrative and professional class
4. All positions should be identified on the budget and all titles standardized. To insure equal pay for equal work, each position should be evaluated according to job content, degree

of difficulty, and level of responsibility.

5. Existing salary inadequacies should be corrected with emphasis on fair and equitable rates for all positions.

6. A data collection system to identify inadequacies within the University personnel system should be developed. The data system should include current statistical information, periodic reports, employment, recruiting, and other summaries. Although a system currently exists, the format is difficult to interpret and the depository of information not always available. The proposed management system would create a simple and uniform format.

From the preceding general recommendations a clear-cut personnel system to focus primarily on employment problems may be sculptured.

7. Finally, it is obvious that the University lacks sufficient recreational services and facilities. However, it is also obvious that women do not have equal access to such services and facilities. Priorities should be examined in order that more equitable opportunities may be available to women.

Part VI

UNIVERSITY COMMITTEE ASSIGNMENTS
TASK FORCE 4

Introduction

Task Force 4 consisted of Ad Hoc Committee member Imogene King who later appointed two faculty members and two students to assist in the interviews. Other Ad Hoc Committee members and consultants supplied supplemental information.

The purpose of this group was to collect information about selection criteria for University committees, the number and percentage of women represented on these committees.

The limitations for Task Force 4 approximated those limitations identified for Task Forces 1 and 2: namely, time constraints, limited personnel, and lack of experienced full-time research members.

Methodology

The Task Force decided to conduct a survey using the personal interview technique in an attempt to gather the desired information. The group agreed that individuals making appointments to university committees would probably be in administrative or leadership positions. These positions were identified as college deans, department chairmen, directors of schools, vice-presidents, the president, and leaders of the University student groups. Rather than contact all these administrative personnel, it was assumed that college deans and school directors could provide the requested information for department chairmen and therefore they would not be contacted. The Task Force also agreed that the Undergraduate Student Government and the Council of Graduate Students would be representative of student groups. The Schools of Nursing and Home Economics were not included in the survey because they consisted primarily of women. Vice-President Moulton was excluded since the Ad Hoc Committee review was initiated from his office. The personnel selected for interviews are noted in Table 13.

With the exception of President Fawcett, who was to be interviewed by the total Task Force, but was actually interviewed by only three (3) of the members, the thirty-two (32) other individuals to be interviewed were divided among the five (5) committee members to arrange interviews within a seven to ten day period. All task force members had conducted some interviews previously and therefore were not trained specifically for this survey.

Ten questions were prepared as an interview guide. (See Appendix M). The guide was to determine selection criteria for committee appointments, review of criteria, how committees were established, current committee members, and numbers of women on committees. It was decided that information from questions 8, 9, and 10 could be obtained from a secondary source. This procedure was followed to save interview time.

A pre-test of the interview guide was conducted in the School of Nursing. After revision, the interview could be conducted in less than fifteen minutes.

Interviewers scheduled appointments with individuals to be interviewed. The Task Force members were instructed to familiarize themselves with the questions but were to do no probing after asking the designated questions. They were permitted to take notes for later

Table 13

Task Force 4
Individuals to be Interviewed

President	Novice G. Fawcett
Vice President:	
Academic Affairs	Lloyd R. Evans
Business and Finance	Gordon B. Carson
Educational Services	John T. Bonner
Medical Affairs	Richard L. Meiling
Student Affairs	Ted R. Robinson
University Development	Robert G. Smith
University College	John T. Mount*
Dean of Students	Kenneth L. Bader
Graduate School	Arliss L. Roaden
College:	
Administrative Science	James R. McCoy
Agriculture and Home Economics	Roy M. Kottman
Arts	Lee Rigsby
Biological Sciences	Richard H. Bohning
Dentistry	John R. Wilson
Education	Luvern L. Cunningham
Engineering	Harold A. Bolz
Humanities	Arthur E. Adams
Law	James C. Kirby
Mathematics & Physical Sciences	Geoffrey Keller
Medicine	John A. Prior
Optometry	Frederick W. Hebbard
Pharmacy	Lloyd M. Parks
Social & Behavioral Sciences	James G. Martin
Veterinary Medicine	Clarence R. Cole
School:	
Allied Medical Professions	Robert J. Atwell
Architecture	Lawrence C. Gerckens
Journalism	William E. Hall
Music	Harold Luce
Natural Resources	Robert W. Teater
Social Work	Richard R. Medhurst
Student Government:	
Undergraduate	Stephen P. Kling*
Graduate	Frank F. Matthews*

*Not interviewed

reference.

Individuals actually contacted for interviews are reflected in Table 13. Repeated efforts were made to contact the two students but the Task Force interviewer was unable to arrange an appointment within the scheduled interview period.

Findings

Respondents did not always react to each question.

Information from each interview was organized under each of the seven questions in the interview guide. A content analysis of data from question one by the Task Force resulted in the identification of four major categories stated by respondents as selection criteria primarily for faculty for committee appointments. The categories were interest, competence, balance, and knowledge.

Additional individual responses included the ability to get along with others, the length of time in a faculty position, the productivity of a faculty member, the activity load of individual faculty members, availability of a faculty member to serve on a committee, and a "vehicle for contacts" (one who knows people).

Each interviewer stated that no dean or vice president had written criteria nor were these criteria common knowledge.

In response to item two, all interviewees except on dean stated that they believed the criteria they verbalized were adequate to provide for wide presentation of faculty and students. Another dean noted that following the interview he wanted to review criteria for broader committee representation.

When respondents were asked how recently criteria had been reviewed, eight indicated they had done so within the past year, eight stated they usually had an annual review, four discussed recent reviews, and two mentioned continual reviews as each new committee is formed.

The majority of deans indicated that although selection criteria may not be reviewed annually, they do review committee representation or structure each year.

When asked how many committees they were responsible for appointing, one respondent stated he made no appointments, and another indicated he made no appointments but did offer suggestions. Two interviewees revealed that they only appoint ad hoc committees. The majority of deans noted that they do not appoint committees but rather approve them upon recommendations from departments or divisions. There was lack of clarity in the responses to item four.

Items five and six inquired as to how committees were formed. Again, it was difficult to adequately interpret responses because of diversity and lack of clarity. However, three interviewees confirmed their committees were formed by appointment only. One respondent stated committee structure was determined by the discipline or area of knowledge. A few committees were selected from recommendations by department chairmen. Numerous replies indicated committees were primarily elected by peer groups, faculty by faculty, students by students. Information not specifically resulting from this survey, but relating to this item may be obtained from the document "Committee Structure by College" prepared by the Faculty Council Committee on Student Representation for Spring Quarter, 1970.

All colleges and schools interviewed supplied lists of current committees with faculty representation in their areas. See Table 14. This table depicts number of committees, number of women representatives, and percentage of women on committees.

Only certain colleges and schools included numbers of student representatives on committees.

Table 14 Task Force 4

College and School Committees

College of	Number of Committees	Number of Committees with Women	Percent of Committees with Women
Agriculture & Home Economics	33	20	60%
Arts	9	9	100%
Biological Sciences	11	4	36%
Dentistry	17	3	18%
Education	5	5	100%
Engineering	22	0	0%
Humanities	7	7	100%
Law	15	5	33%
Mathematics & Physical Sciences	11	4	36%
Medicine	18	9	50%
Optometry	23	0	0%
Social & Behavioral Sciences	12	8	67%
Veterinary Medicine	12	1	8%
School of			
Allied Medical Professions	21	16	76%
Architecture	9	0	0%
Journalism	12	4	33%
Music	12	8	67%
Natural Resources	14	4	29%
Nursing	10	10	100%
Graduate School	7	2	29%

Conclusions

No criteria for selection, appointment and recommendation of faculty, students and staff to university committees seem to exist except in the minds of the various administrators. Some of the categories verbalized by respondents as selection criteria might well serve as a base for establishing written criteria.

It was apparent that faculty women were underrepresented on university committees in relationship to the number of women available for committee appointments. A cursory examination also seemed to indicate an unequal distribution of available women in that some areas were seldom represented.

Recommendations

1. Basic criteria for selection, appointment, and recommendation of faculty, students, and staff to university committees and to those committees in colleges and their administrative units should be formulated and written. This information should be communicated to all students, faculty, and staff for administrative use in committee appointments.
2. Consideration should be given to a program of active appointment of women faculty and students to committees in those colleges and units that have few or no women. If necessary, interdisciplinary lines should be

crossed from related areas wherever feasible in order to utilize women until recruitment of women can be successfully achieved. (e.g., a woman from Mathematics might serve on the College of Engineering curriculum committee.)

Supplement to Task Force 4 Interviews

Since the data from Task Force 4 interviews focused primarily on status of women at college and departmental levels of committee appointments, the Ad Hoc Committee decided to engage in a supplemental analysis involving university-wide committees. This analysis was considered essential if the number of women on top level committees was to be determined. Therefore lists of university-wide committees were obtained from the Supplement to the Faculty and Staff Directory, 1970-71, and examined. Analysis of committee structures is found in Appendix M.

The totals at the end of the table of university committees highlight an important dichotomy. Although 7 percent of faculty membership and 27 percent of student membership is female, they each must represent a constituency that is composed of considerably higher proportions of females, that is, 18 percent of all faculty and 37 percent of all students are women. This situation is even further pronounced by this phenomenon: the recurrence of a single woman's name on several different committees, lending credence to the propositions that perhaps even the 7 percent and 27 percent figures are unrealistically high. Quite obviously, the resources of the women on campus are being under-utilized and under-represented on the campus committee work.

Part VII

Phase II SUMMARY AND RECOMMENDATIONS

EMPLOYMENT AND COMMITTEES

TASK FORCES 3 and 4

Task Forces 3 and 4 focused primarily on employment practices and committee appointments. Time did not permit a detailed study of all categories of university personnel. Therefore, a review of student concerns in these areas did not receive full attention because (1) Phase I of this report was devoted to student problems and (2) other University task forces have been assigned to investigate certain student needs and interests.

The Committee assumed that by reviewing policies and practices relating to employment and committee appointments that insights might be gained concerning the status of women at this University. The first insight that was gained was the lack of policy statements. Further study revealed lack of consistent practices and tremendous problems in collecting data to ascertain whether or not discrimination did exist and, if so, to what extent. The lack of structure in policy and in management systems made it almost impossible to answer questions critical to the operation of a large institution.

Although Task Forces 3 and 4 were able to collect and interpret enough data to suggest certain definite trends, there was still a need for further research in these areas.

Consistent with the more detailed recommendations found at the end of the individual task force reports are the following general recommendations:

1. Policy statements should be written and clearly defined where

no written criteria or policies exist. Furthermore, these statements or criteria should be published and available. This relates to employment practices and also committee appointments.

2. A conscious effort should be made to utilize qualified women more effectively in decision-making positions. This involves a commitment in appointing women to administrative positions, to various committees, and in offering promotional opportunities at all levels.
3. Positions, titles, responsibilities, and job levels should be reviewed and reimbursement made consistent with position demands. Where budgetary inequities exist, they should be corrected.
4. A data collection and processing system should be established which would collect data in the most efficient manner so that current information would be available and easily accessible. Until this is done, all personnel problems including those associated with women, cannot be adequately treated.
5. A unified personnel system should be established to develop and coordinate personnel management problems. This system would focus on problems related to employment opportunities, policies, and procedures.

Part VIII

PHASES I and II

ADDITIONAL OBSERVATIONS AND RECOMMENDATIONS

TASK FORCES 1, 2, 3, 4

"This report should contain a comprehensive survey of the existing situation at this university as well as recommendations which, hopefully, will result at an early date in a full equivalent status for women that men enjoy at this University."

With these words from Dr. Edward Q. Moulton, Vice President for Administrative Operations in August, 1970, the appointed Ad Hoc Committee to Review the Status of Women at The Ohio State University proceeded to formulate areas of review and assigned task forces to collect data. Briefly, these general areas of concern were designated as undergraduate and graduate, employment, and committee appointments. Each area contained elements to be studied.

Phase I consisted of an examination of undergraduate and graduate areas; Phase II, faculty, administrative and professional, and civil service personnel, and committee appointments. Descriptions of these areas, methodology, findings, recommendations, limitations, and need for further research were identified in greater detail in the separate task force reports. Summaries are found in Parts IV and VII.

While certain problems were unique to individual areas of review, it became apparent as the study progressed that barriers which prevented one task force from answering questions were the same barriers operating as blocks to progress for another task force. Likewise, trends which were noted in one area were often suggested in a second area. Thus the total recommendations presented here are those recommendations which were perceived by the Ad Hoc Committee to be critical if the various inequities of women at this University are to be resolved.

Related Studies

In March, 1971, a national study regarding women in higher education was released. The scope of the study, "Report on Higher Education," and the description of identified barriers to women in higher education were so relevant that the Ad Hoc Committee voted to include information from that study even though this report was in its final stage. Since the Chairman of the committee which conducted the national study was Frank Newman, it is often called the Newman Report.

That barriers exist in numerous universities was supported by the Newman Task Force which identified three major types of barriers which blocked full participation by women in higher education: overt discrimination by faculties, deans, and others acting in official capacities, practical institutional barriers, such as rigid admission and residence requirements, and ingrained assumptions and inhibitions on the part of both men and women which deny the talents and aspirations of the latter.

> The unique role of higher education gives it extraordinary leverage to either help or hurt women's chances for equality of opportunity. When colleges and universities deny women the chance to gain skills and credentials, they increase the likelihood that women will not receive equal opportunities in all other social institutions for the rest of their lives.
>
> Higher education exerts another kind of leverage as well. Colleges and universities take upon themselves the task of forming and sanctioning the attitudes and practices which educated people will thereafter consider reasonable. If it is fairness which they sanction, all women are helped; but if it is discrimination they sanction, all women are hurt, educated or not.[15]

When institutions view women primarily as wives and mothers and their education as preparation for these functions, they automatically practice discrimination.

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[15] Frank Newman, Ch. "Report on Higher Education." Unpublished report, March 1971.

The Newman Report also discussed the present extent of the inequality, by reviewing comparisons of the participation and attainments of men and women in higher education. These comparisons revealed a clearly unequal pattern.

-- Although, in high school, women earn better grades and higher test scores than men,[16] fewer enter college, and they attain only 41.5 percent of the bachelor's and first professional degrees.[17]

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[16] Report of the Commission on Tests, College Entrance Examination Board, Vol. I, Righting the Balance, New York, 1970, passim. See also John A. Creager, et. al., National Norms for Entering College Freshmen, Fall 1969, American Council on Education, Washington, 1969, p. 51.

[17] Digest of Educational Statistics 1970, U. S. Department of Health, Education and Welfare, Office of Education, National Center for Educational Statistics, Washington, 1970, p. 89. In the Project Talent national sample survey of 1960 high school graduates, 54 percent of the men and 37 percent of the women enrolled in post-secondary education at some time between 1960 and 1966. Computed from Project Talent data published in Joseph Froomkin, Aspirations, Enrollments and Resources, U. S. Department of Health, Education and Welfare, Office of Education, Office of Program Planning and Evaluation, Washington, 1970, p. 28.

Data on male vs. female rates of degree attainment through 1968 is given in Trends in Educational Attainment of Women, U. S. Department of Labor, 1969, p. 16. Slightly more women than men graduate from high school (50.4% and 49.6%, respectively). But the percentage of women among college freshmen is approximately equivalent to the percentage earning bachelor's and first professional degrees (41.5%), for rates of attition are about equal for both sexes (Lewis J. Perl and Martin T. Kutzman, Student Flows in California's System of Higher Education, Office of the Vice President, University of California, 1970, Chap. 3, tables 1-5; Robert G. Cope, "Limitations of Attrition Rates", Journal of College Student Personnel, November, 1968, p. 386

-- Although women in college earn better undergraduate records than men, fewer enter graduate school.[18]
-- Most of the degrees earned by women are in a few fields of study, such as education, the humanities, and the health professions. Thus, aggregate figures on attainment of women exaggerate their opportunities in higher education.[19]
-- Even within those fields considered acceptable, women are confined to subordinate functions. While virtually all the nursing graduates are women, they represent only eight percent of graduating physicians.[20]

Unfortunately inequality for women is not declining nor merely residual. In some ways it is increasing. The proportion of 18- and 19-year-old males enrolled in higher education increased 20 percent between 1950 and 1966, but the participation of females increased only 11 percent.[21] The percentage of master's degrees obtained by women reached its peak in 1930 at 40.4 percent and declined to 38 percent in 1968, while the percentage of doctor's degrees obtained by women reached its peak in 1930 at 15.4 percent, and was down to only

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[18] Trends in Educational Attainment of Women, op. cit., p. 16.

[19] 1969 Handbook on Women Workers, U. S. Department of Labor, Women's Bureau Bulletin No. 294, pp. 193-94; Digest of Educational Statistics, op. cit., Tables 93 and 117.

[20] This figure was calculated from data in A Fact Book on Higher Education, American Council on Education, Washington, 1969.

[21] 1969 Handbook on Women Workers, op. cit., p. 181.

12.6 percent in 1968.[22]

The inequities based on institutional barriers, and the traditional assumptions regarding women's aspirations identified in a national report are much in evidence at this University.

As suggested by the Ad Hoc Committee, it is not a case of existing opportunities which women decline to use, but rather a case of specific barriers which block their progress and which will not disappear unless a conscious effort is made to remove them.

Discrimination is noted against women students, especially at the graduate level. "Although few admissions officers or members of graduate fellowship committees would confess to discrimination on the basis of race, many openly argue that women should be denied opportunities because they are women".[23] This same source even records an incident of an interview between a social science department chairman and a women candidate for graduate study of pronounced discrimination from an institution renowned for its commitment to civil liberties--the University of California, Berkeley.

In order to justify discrimination against women in higher education it is often argued that education for women is a poor investment of educational resources. The reasons given are (1) that women are much less likely to complete their education than men, and (2) that women who do complete their education are much less likely to use it because they might marry, become housewives and abandon career aspirations.

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[22] Trends in Educational Attainment of Women, op. cit., pp. 8-10 and 16; 1969 Handbook on Women Workers, op. cit., pp. 191-92

[23] Newman Report

Both reasons have much less basis in fact than is usually supposed since it is often the artificial obstacles that unnecessarily stand in the way of women completing and using their education, rather than some innate disposition of women regarding their educational and career goals.

The facts tend to contradict the view that women are poorer risks than men in their commitment to complete educational programs. The percentage of entering undergraduate students who graduate in four years is about 15 percent higher for women than for men.[24] As for graduate students, the record for completion in the fields of the humanities and social sciences (the fields most open to women) is so poor for male students that it is unreasonable to make comparisons unfavorable to women. Available data suggest that women compare favorably with men: women constituted 30 percent of graduate and professional students in 1967, but earned 35.8 percent of the Master's and first professional degrees award in 1968.[25]

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[24] Aspirations, Enrollments, and Resources, op. cit., p. 123, and unpublished data, U. S. Department of Health, Education and Welfare, Office of Education, Office of Program Planning and Evaluation.

[25] 1969 Handbook on Women Workers, op. cit., p. 190; and Trends in Educational Attainment of Women, op. cit., p. 16. The fact that women earn a higher percentage of master's and first professional degrees than their percentage of graduate and professional enrollments is largely due to the fact that a master's degree is a major objective of many women, particularly as a teaching credential, while men more commonly by-pass the master's degree. In general, the role of women in elementary and secondary school teaching, and their pursuit of credentials in this one area, must always be born in mind in interpreting aggregate data on the educational attainment of women.

The Newman Report advanced two suggestions as to why department chairmen seem to have the impression that women are less likely to complete their educational programs. First, in our society, most women move where their husbands' educational and career opportunities take them with the result that women must often transfer from one institution to another to complete their education. Thus, women are less likely to complete their training at the institution where they began. Secondly, they are even less likely to complete it if there is unwillingness on the part of accessible institutions to accept them as transfer students and give them the support which a nontransferring male student would receive as a matter of course. The request from Task Forces 1 and 2 to examine discrimination at critical points of entry would reveal the extent to which this problem exists here.

Other facts also refute the "poor investment" argument. In 1968, 42 percent of all women of working age were in the labor force.[26] Women who complete their training do, in fact, tend to use it, and the more education they have, the higher are their rates of participation.

Fifty-four percent of the women who have bachelor's degrees are in the labor force, and 71 percent of those who have five or more years of higher education are working.[27] More than 90 percent of women who received doctorates in 1957-58 were employed in 1964, and 79 percent of them had not interrupted their careers in the intervening years.[28]

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[26] 1969 Handbook on Women Workers, op. cit., p. 3.

[27] Ibid., p. 205.

[28] Helen S. Astin, The Woman Doctorate in America, Russell Sage Foundation, New York, 1969, p. 57

Moreover, there is a strong correlation between the number of years of higher education and the likelihood that a woman will be working in her field of major study, i.e., the field where educational resources have been most intensively invested in her training.[29] Nor do women Ph.D.'s let marriage interfere with their productivity for those who are employed full time publish slightly more than either men Ph.D.'s or unmarried women Ph.D.'s."[30]

The Newman Committee discovered that in one sense the "poor investment" argument was self-fulfilling in that normal incentives of prestige and money for active participation in professional fields were, to an important extent, withheld from women, especially married women. Data from Task Force 3 and 4 Reports corroborated the inequities of prestige and money incentives for women. In discussing why such pronounced differences existed in faculty rank, the national study concluded that a substantial part of the differences was due to the fact that women must wait longer for promotion. Women who do achieve the rank of full professor wait two to five years longer than men in the biological sciences, and as much as ten years longer in the social sciences.[31] Moreover, married women must, overall, wait five to ten years longer than single women.

In academic, professional, and business life, there is similarly less economic reward as starting salaries tend to be lower. A survey conducted in November, 1969, regarding jobs and salaries expected to be offered by 206 companies to June 1970 college graduates, showed a differential in the salary offer to be made to men and women with the same college majors in a wide variety of fields.[32]

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[29] 1969 Handbook on Women Workers, op. cit., p. 209.

[30] Rita Simon et al., "The Woman Ph.D.: A Recent Profile", Social Problems, Vol. 15, No. 2, Fall 1967, pp. 221-35.

[31] Careers of Ph.D.s, Academic vs. Nonacademic, A Second Report on Followups of Doctoral Cohorts, 1935-60, National Academy of Sciences, Washington, 1968

This salary differential continues as women's careers progress. Median salary difference for men and women is more than $3,000 in chemistry, physics, mathematics, economics, and the biological sciences. Women similarly average lower salaries than men in each of the academic ranks.[33] When women are denied the same income as a man for their investment, then a woman's education is indeed a poorer investment than a man's. However, compared to other women, their salaries are much better for the more years of higher education completed.

> "A common myth is that opportunities for women in American society, though not equal, are opening up and that discrimination is steadily declining. When we see that the share of master's

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[32] Frank S. Endicott (Trends in Employment of College and University Graduates, Northwestern University, 1970, p. 5) provides the following data:

Expected Salaries for June 1970 College Graduates, By Sex and Selected Field

Field	Average Monthly Salary	
	Women	Men
Accounting	$746	$832
Chemistry	765	806
Economics, Finance	700	718
Engineering	844	872
Liberal Arts	631	688
Mathematics	746	773

[33] Salaries in Higher Education 1965-66, National Education Association Research Report 1966 R-2, February, 1966, pp. 3-4.

> and doctor's degrees earned by women was higher between 1920-1940 than it was during the decade of the 1960's,[34] and that women's median salary income, as a percent of men's, decreased by 5.7 percent from 1955 to 1968 (from 63.9% to 58.2%);[35] and that the plight of the woman in education and the job market has not improved, but worsened; and when we add to this the information that there are fewer women elected to public office at all levels today than during those same previous decades, we get an overall view that the American woman is not only failing to hold her own, but is losing ground."[36]

Often prevailing college and university structures present barriers that are particularly difficult for women. This is due, not only to a failure to analyze and understand the needs of women, but also to a lack of consensus that they should be removed.

When rigid policies and practices pressure women into making choices between marriage and children or advanced study and a career, woman may sacrifice permanently any chance for academic life. In national studies, residence requirements, the inability to transfer credits, insistence on full-time study, lack of child-care facilities, and inadequate health services are most frequently cited as problems that keep women from undertaking or completing their undergraduate and graduate studies. In addition, they are frequently discriminated against in terms of financial support. At least in terms of stated policy, no discrimination was identified at this institution regarding graduate fellowships or financial assistance for women students. However, the discrimination reported by the Newman Committee in the use of athletic facilities was confirmed by this Ad Hoc Committee.

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[34] Trends in Educational Attainment of Women, op. cit., p. 16; Digest of Educational Statistics, op. cit., p. 78.

[35] Fact Sheet on the Earnings Gap, U. S. Department of Labor, Women's Bureau, Washington, 1970, p. 1.

[36] Newman Report.

How does this discrimination affect a woman's contribution to society?

One inevitable and damaging result of this combination of discrimination and lack of adequate facilities is that women students are encouraged to conclude that they should think of themselves only as potential wives and mothers, or, possibly as teachers or nurses. Several studies confirm that even very talented women students are affected by what Mary Bunting, the President of Radcliffe, has called the "climate of unexpectation"[37] for women, and that their aspirations decline as they go through college.[38]

Assumptions of both men and women about the role of women in our society are internalized by individuals and eventually unintentionally incorporated into the structure of institutions. These assumptions about women's role then appear to be the natural outgrowth of what society believes to be women's proper responsibilities and as such create a barrier to full participation by women in higher education. This barrier is viewed by some as a perfectly natural difference in social roles. Others view it as gross injustice. However, there is no consensus that it should be removed. The Newman Committee suggested that part of the problem is the deep concern about the decline of family life in American society today. Thus, any discussion of equalizing career opportunities for women unleashes powerful feelings.

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[37] Quoted in Time, November 3, 1961, p. 68.

[38] Ellen and Kenneth Kenniston, "An American Anachronism: The Image of Women and Work", American Scholar, Vol. 33, No. 3, Summer 1969, pp. 355-75; Patricia Graham, "Women in Academe", Science, Vol. 169, Sept. 25, 1970, pp. 1285-86.

Much of what society thinks about women's appropriate role has been based on ignorance and misunderstanding. Women, like men, are individuals with intellects which need stimulation, and egos which need satisfaction. When women's minds are awakened by an excellent education, they are not going to be completely fulfilled by merely being gracious shadow-figures. Husbands and children of able, intelligent women as well as the women themselves, are often affected detrimentally when women lack outside independent interests. As with minorities, the corrosive effect of repression and lack of opportunity for women goes far beyond the individual.[39]

Colleges and universities have a unique contribution in transmitting values and preparing men and women for careers. If they do not take advantage of this responsibility, they will affect the status of women negatively.

The Newman Report recommended a national effort to broaden and diversify the participation of women in higher education and to make higher education more responsive to women's needs by (1) ending all discrimination on grounds of sex, (2) undertaking reforms and innovations which would remove barriers built in the institutional structure of higher education, and (3) leading the effort to understand and rethink the role of women in American society. "Achieving equality for women must involve not only specific institutional changes; it also involves subtle but fundamental changes in attitudes." With the leverage that colleges and universities exert on all of society, they have a greater responsibility than other institutions to assume a leadership role.

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[39] Alice S. Rossi, "Equality Between the Sexes", Daedalus, Spring 1964, p. 623.

Recommendations

The Ad Hoc Committee responsible for this report not only endorses the recommendations proposed in the national study, Report on Higher Education, but adds the following recommendations specifically generated as a result of this comprehensive review. In doing so, the Committee recognizes that these recommendations may not be the only approaches to the problems of such a complex organization. However, in keeping with Dr. Moulton's charge to suggest possible steps to correct the situation, the Committee believes these steps will lead to improvement.

Two recommendations are of such dimensions that their implementation would require long-range efforts. Two recommendations are short-range in that more immediate action could be undertaken even though the functions would be on-going.

1. The first long-range recommendation is for the establishment of a data collection and processing system which would offer a uniform management and information system. This does not suggest a new office, but rather a new way of doing things. As the system presently exists there is a lack of consistent data with a format which is difficult to interpret. This is a total University problem and one which needs to be resolved. The proposed system should collect in the most efficient manner possible current data to furnish a depository of information which is available, easily accessible, and disseminated to faculty,

staff, and students. This might culminate in a summary report or fact book of University information produced annually (e.g., December). This summarized fact book could be distributed to college and department levels and others deemed appropriate on a mailing list. Such as system would furnish the necessary data base to accurately respond to issues such as this Committee faced and to do so with a minimum amount of time and effort.

2. In conjunction with the above recommendation is a short-range recommendation which the Committee believes could receive immediate attention. To coordinate the groups judged most appropriate to avail themselves of the data collection and processing system and to insure that no one person controls it, it is recommended that a Planning Committee be appointed. This Committee should include administrative personnel described in recommendations three and four as well as other potential users of the system. Other members should be representatives from the University's Computer Coordinating Committee, and the professionals who can serve as links between computer personnel and users of data processing services. These professionals should be familiar with data research analysis. A broad representation of the areas of expertise mentioned is considered vital to decisions of what data to collect and when to collect it. Since this is a continual operation, such a Board should focus on systematic improvements.

3. The other long-range recommendation of the Committee is for the establishment of a unified personnel system to focus primarily on employment problems. As such, this system could address itself to the problem areas revealed by a review of employment opportunities, policies, and procedures.

4. The fourth and final recommendation by the Committee is viewed as a possible vehicle to correct the known problems relating to women as revealed by this review to prevent possible future problems, and to research what appear to be problem areas. This recommendation requests that an Office of Women's Affairs with a Director be established to assist women faculty, staff, and students with non-employment problems which women face in the University community. This would not be a duplication of the functions of the Office of Student Affairs or Academic Affairs but would assist and coordinate existing programs which might enlarge horizons for women. (See Appendix I for further elaboration of proposal.) The Vice President for Administrative Operations should have jurisdiction of this proposed office since its operations exceed the scope of only student or academic affairs.

It is the hope of this Ad Hoc Committee that The Ohio State University will play a leadership role in assisting American women to be free to make whatever choice they desire in utilizing their human resources by offering them equal opportunities and positive social attitudes.

APPENDICES

APPENDIX A

1 AD HOC COMMITTEE MEMBERS

2 SPECIAL CONSULTANTS

3 CONTRIBUTING PERSONNEL

Ad Hoc Committee

Appointed by Dr. Moulton

Norma Bugoci - Director of Personnel Studies

Pamela Conrad - Undergraduate Student,
Arts and Sciences,
Women's Self Government Association

Rachel M. Hubbard, Ph.D. - Professor and Chairman,
Food and Nutrition,
School of Home Economics

Imogene M. King, Ed.D. - Professor and Director,
School of Nursing

Karen Mason - Undergraduate Student,
Arts,
Women's Liberation Movement

Robbie T. Nash - Graduate Student,
Graduate Teaching Associate
Romance Languages and Literature

Madison H. Scott - Director,
Affirmative Action Program

L. Lee Walker - Undergraduate Student.
Arts and Sciences,
Undergraduate Student Government

Kathryn T. Schoen, Ph.D.
Chairman - Assistant Director,
- School of Allied Medical Professions,
Associate Professor,
Education, Speech, Allied Medicine

Special Consultants

Elmer Baumer, Ph.D. - Associate Dean, Graduate School

Meredith A. Gonyea, Ph.C. - Assistant Director, Administrative Research

Rodney Harrison - Director, Student Financial Aids

Richard Lanese, Ph.D. - Assistant Professor, Preventive Medicine

Robert McCormick, Ph.D. - Assistant Vice President for Continuing Education

Ira B. Sully - Research Assistant, Administrative Research

Contributing Personnel

Task Force 1

Undergraduate Student Interviewers:

Colleges of the Arts and Sciences

- Greg Garey
- Shirley Gilliland
- Terri Postle
- Mark Stevens
- Timothy Van Wey
- Cynthia Welsh

Task Force 2

Graduate Student Survey Interviewers:

Olga Christos, Arts and Sciences

Josann Trusty, Ph.D., Lecturer,
Physics, College of Mathematics & Physical Sciences

Task Force 3

Judy Washburn, Assistant to Director
University Budget
Marcia Heuerman, University Budget
Joy Prior, University Budget

Task Force 4

Committee Survey Interviewers

Laura Haytas	School of Nursing
Francis Pease	Associate Professor, Nursing
Sara Sibley	School of Social Work
Shirley Smith	School of Nursing

Special Acknowledgements

Task Force 1 - Academic department heads who responded to recruitment questionnaire.
- Faculty of the eight departments surveyed in the Colleges of Arts and Sciences.

Task Force 2 - Admissions Office staff
- Graduate Committee chairmen and departments which participated in survey.

Task Force 4 - President and Vice Presidents
- Deans and Directors of Colleges and Schools

The entire Ad Hoc Committee would like to thank the Management Services group of the Office of University Budget - Administrative Research and Systems and in particular Ida Mae Cornelius, Dino G. Pezzutti, and Norma L. Taylor.

APPENDIX B

HONORARIES

STATUS OF WOMEN COMMISSION
THE OHIO STATE UNIVERSITY

Sex Discrimination in Honoraries

The Ohio State University Status of Women Committee expressed an interest in finding out which, if any, of the academic honoraries at Ohio State had formal written rules discriminating against any students because of their sex. Honoraries at Ohio State can be placed into categories: professional fraternities, honor societies and recognition societies. (For definitions, see attachment, Baird's Manual.) Table I contains a list of professional fraternities; Table II is a list of honor societies and recognition societies; Table III is a list of previously unclassified fraternities and societies as well as a list of service and activity honoraries.

Professional fraternities is a quite nebulous category. One of the fraternities, Alpha Zeta, listed as a professional fraternity in Baird's Manual of American College Fraternities is classified as a social fraternity at OSU and actually cannot be considered an honorary at all. Other of these professional fraternities are really social fraternities organized around a profession. Still others take on a "service-activity" flavor with tutoring, picnics, and outings. Nonetheless some of these groups are definitely honoraries. For example, Pi Lambda Theta requires a 3.25 CPHR and two faculty recommendations. The question of discrimination in professional fraternities, therefore, is a difficult one. If a professional fraternity is a misnamed social fraternity or a club, and not an honorary at all, even if it is sexually discriminatory, it is of no interest to a group studying honoraries. Each individual fraternity must be examined to see whether its characteristics are primarily honorary or primarily social.

The issue is clearer in honor societies and recognition societies. Since they are honoraries for a particular academic field, the only criteria for membership should be expertise in that field. Still there are issues to consider. The freshman honoraries Phi Eta Sigma (men) and Alph Lambda Delta (women) were both started at Illinois, the former in 1923, the latter in 1924. It seems here is a clear case of women setting up a complementary organization when kept out of an honorary simply because they were female. At OSU, both require a 3.5 CPHR for membership. Since their requirements are the same, the question here is whether to try to force a merger into one non-discriminatory honorary or allow them to continue as two obviously separate but genuinely equal honoraries. Obviously today we would avoid setting up two honoraries differentiated only by sex. That is not the question though. The problem is how to treat two honoraries, each with 40 years of tradition.

Another issue to consider is the case of Sigma Phi Alpha, the dental hygiene honorary. Here we have an honorary that allows only female members. However, this is relatively unimportant when one considers that the dental hygiene program is only open to women.

In summary, then, professional fraternities while generally social organizations, are sometimes honoraries. Therefore each organization must be examined individually. A good start for any investigation of this type would be Dean Robert Brodie, Assistant Dean of Men. He has the constitutions of all student organizations in his office, but will release them only upon receiving permission from the organization to do so. With honor societies and recognition societies the problem is much less muddled. While ramifications of any action taken against these groups must, of course, be taken into account, they should not be sexually discriminatory, and should have only academic qualifications for members. Although problems still exist, several previously all male honoraries such as Tau Beta Pi and Chi Epsilon have now opened up their membership to all students. Perhaps even some of the groups now listed as discriminatory have changed their membership qualifications since the data that was published had been collected.

Status of Women
Table I
Professional Fraternities

Date of Founding			
National	OSU		
1869	1892	Phi Delta Phi	law - men (1)
1889	1896	Xi Psi Phi (1933-55)	dentistry - men (1)
1817	1897	Alpha Zeta	Agriculture (1) (2) (3)
1892	1901	Psi Omega	dentistry-- men (1)
1888	1902	Alpha Kappa Kappa	medicine - men (1)
1902	1902	Keramos (1943-46)	ceramic engineering - men (2)
1879	1903	Theta Kappa Psie	medicine - men
		Phi Beta Pi	Medicine - men
1907	1907	Alpha Psi	vet. med. - men (1) (2)
1883	1908	Phi Delta Chi	pharm - men (1)
1909	1911	Sigma Delta Chi (1942-46)	journalism - men
1906	1911	Omega Tau Sigma	vet. med. - men (1)
1889	1913	Phi Chi	med. - men (1)
1909	1913	Theta Sigma Phi	journalism - women
1914	1915	Alpha Rho Chi	architecture - men (1)
1905	1915	Alpha Kappa Psi (1937-47)	business commerce - men
1909	1915	Phi Upsilon Omicron	home econ. - women
1906	1916	Phi Delta Kappa	education - men
	1920	Epsilon Psi Epsilon	
1920	1920	Tau Epsilon Rho	law - men (1)
1904	1921	Phi Delta Epsilon	med. (1)
1907	1921	Delta Sigma Pi	commerce - men (1)
1917	1922	Pi Lambda Theta	education - women
1919	1923	Rho Pi Phi	pharm. - men (1)
1904	1924	Theta Tau	engineering - men (1)
	1924	Sigma Alpha Sigma ?	
1879	1925	Kappa Psi	pharm. - men (1)
1921	1926	Kappa Epsilon	pharm. - women
1908	1926	Kappa Beta Pi	law - women
1921	1926	Sigma Delta Epsilon	math & science - women
1909	1926	Alpha Omega	dentistry - men (1)
1909	1928	Delta Omicron	music - women
1922	1928	Kappa Phi Kappa	education - men (1)
1924	1928	Phi Chi Theta	business & economics - women
1919	1929	Beta Alpha Psi	accounting - both
	1929	Epsilon Pi Tau	Industrial arts
1923	1930	Phi Delta Gamma	graduate - women
1898	1931	Phi Mu Alpha Sinfonia	music - men
1882	1935	Nu Sigma Nu	medicine - men
1919	1941	Omega Epsilon Phi	optometry - men
	1948	Alpha Kappa Gamma	
1937	1948	Delta Pi Epsilon	Business educ. - both
1913	1949	Alpha Delta Sigma	Advertising - men
1920	1949	Gamma Alpha Chi	advertising - women
1921	1953	Alpha Tau Delta	nursing - women
1947	1954	Sigma Alpha Eta	speech correction - both
1928	1954	Gamma Theta Upsilon	geography - both
1944	1959	Alpha Delta Theta	medi tech. - women

(1) listed in Dates & Data
(2) founded at OSU
(3) categorized as a Social Fraternity at OSU

Source:
Bairds Manual of American College Fraternities
George S. Lasher Editor
George Banta, Company Inc.
Menasha, Wisc.
1968

Status of Women
Table II
Honor Societies

Date of Founding National	OSU		
1886	1898	Sigma Xi	scientific research - both
1776	1904	Phi Beta Kappa	scholarship - both
1904	1907	Eta Kappa Nu	electrical engineering - both
1906	1910	Delta Sigma Rho	forensics - both
1902	1914	Order of the Coif	law - men
1905	1917	Gamma Sigma Delta	agriculture - men
	1918	Mortar Board	service not academics
1914	1919	Pi Mu Epsilon	mathematics - both
1885	1921	Tau Beta Pi	engineering - both
1913	1922	Beta Gamma Sigma	commerce - both
1915	1926	Sigma Gamma Epsilon	earth science - men
1921	1927	Phi Alpha Theta	history - both
1923	1928	Phi Eta Sigma	freshmen - men
1912	1928	Omicron Nu	home economics - both
1920	1929	Alpha Kappa Delta	sociology - both
1920	1929	Pi Sigma Alpha	political science - both
1922	1932	Sigma Theta Tau	nursing - both
1902	1933	Alpha Omega Alpha	medicine - both
1922	1934	Rho Chi	pharmacy - both
1921	1936	Sigma Pi Sigma	physics - both
1909	1939	Delta Phi Delta	Art - both
1923	1939	Pi Omega Pi	business education - both
1926	1940	Alpha Epsilon Delta	pre medicine - both
1924	1945	Alpha Lambda Delta	freshman - women
1915	1948	Pi Tau Sigma	mechanical engineering - both
1922	1949	Chi Epsilon	civil engineering - both
1949	1949	Alpha Pi Mu	industrial engineering - both
1929	1951	Psi Chi	psychology - both
1922	1952	National Collegiate Players	drama - both
1918	1957	Pi Kappa Lambda	music - both
1900	1963	Iota Sigma Pi	chemistry - women

Recognition Societies

1899	1911	Phi Lambda Upsilon	chemistry - men
	1915	Scabbard and Blade (1941-46)	military
1899	1922	Gamma Alpha	graduate science - men
1919	1923	Kappa Kappa Psi	band - men
	1925	Pershing Rifles	military
1919	1926	Chi Delta Phi	english & literature - women
1923	1929	Pi Alpha Xi	horticulture - both
1914	1934	Eta Sigma Phi (1945-50)	classics - both
1941	1943	Alpha Epsilon Rho	radio & TV - both
1937	1950	Tau Beta Sigma	band
	1951	Arnold Air Society	military
1958	1958	Sigma Phi Alpha	dental hygiene - women
		Angel Flight	military

Source:
Baird's Manual of American College Fraternities
George S. Lasher, Editor
Menasha, Wisconsin
1968

IBS
1/26/71

Status of Women
Table 11 (a)

Dates & Data

Professional Fraternities

Alpha Kappa Kappa	299-9719(med)	466 King Ave.
Alpha Omega	291-8069(dent)	345 W. 8th
Alpha Psi	294-3343(vet)	237 E. 17th
Alpha Rho Chi	291-9843(eng. arch.)	229 E. 17th
Alpha Tau Delta	293-6371(nur)	Lis Miller, pres.
Delta Sigma Delta	291-3821(dent)	1543 Neil
Delta Sigma Pi	299-6181(comm)	144 E. 13th
Epsilon Psi Epsilon	291-5154(opt)	58 E. 12th
Gamma Alpha	299-6691(eng)	95 E. 12th
Kappa Phi Kappa	(educ)	Arps Hall
Kappa Psi	(pharm)	500 W. 12th
Nu Sigma Nu	291-3173(med)	1454 Neil
Omega Tau Sigma	299-7821(vet)	115 E. 14th
Phi Alpha Delta	293-2631(law	New Law Bldg.
Phi Chi	291-3823(med)	1470 Neil
Phi Delta Chi	299-5210(pharm)	176 E. 15th
Phi Delta Epsilon	(med)	1499 W. Lane
Phi Delta Phi	293-2631(law)	112 New Law Bldg.
Psi Omega	291-3175(dent-pharm)	85 E. 13th
Rho Pi Phi	(pharm)	500 W. 12th
Tau Epsilon Rho	486-0819(law)	New Law Bldg.
Theta Tau	291-1359(eng)	1946 Indianola
Xi Psi Phi	291-2877(dent)	1473 Neil

Status of Women
Table III
honoraries not included in Baird's manuals but at Ohio State University

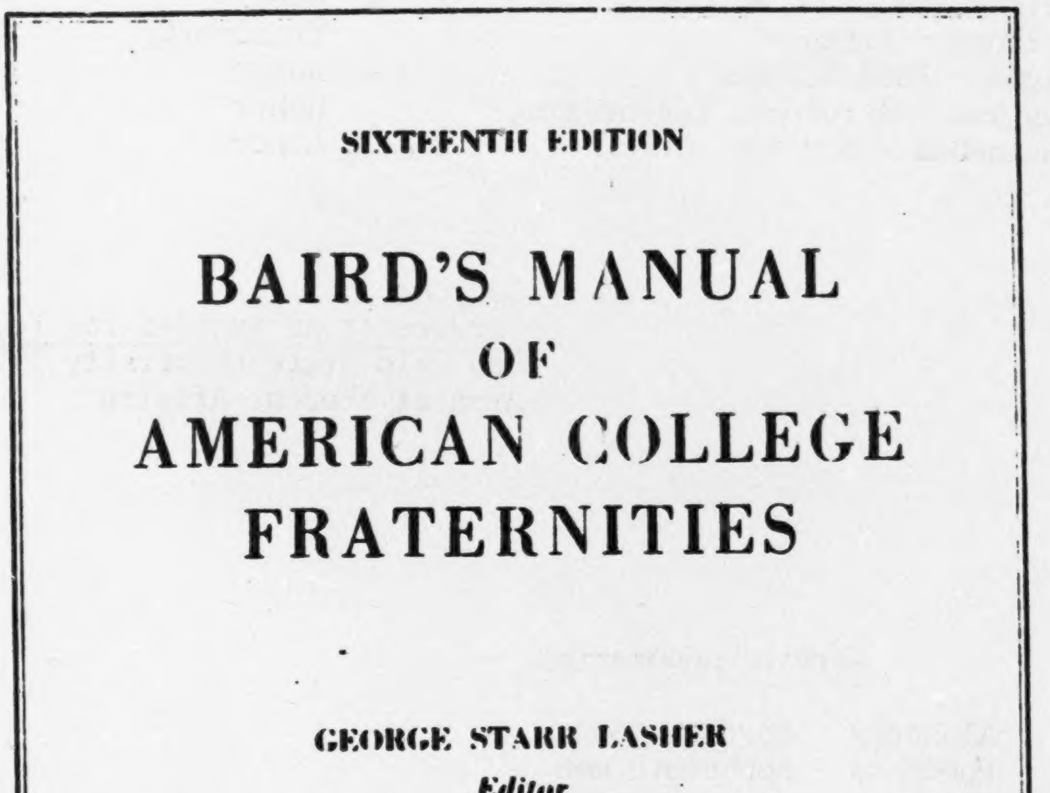
Nat'l		
	Alpha Epsilon - Agricultural Engineering	honor
	Alpha Sigma Mu - Metallurgical Engineering	honor
1925	Iota Lambda Sigma - Industrial Education - men	fraternity
	Landacre - Medicine	honor
	Men's Physical Education Honorary - men	honor
	Phi Alpha Kappa - finance	fraternity
	Phi Tau Sigma - Food Science	honor
	Sigma Gamma Tau - Aerospace Engineering	honor
	Sigma Iota Lambda - pre-law	honor

Source;
Services & Activities for You
The Ohio State University 1970-71
Area of Student Affairs

Service Honoraries

Alphecca - North Campus
Romophos - sophomore men
Mirrors - sophomore women
Bucket & Dipper - junior men
Chimes - junior women
Sphinx - senior men
Mortar Board - Senior women (national organization)
Delphi - engineering
Texnikoi - engineering
Towers - agriculture

Source:
Services & Activities for You
The Ohio State University 1970-71
Area of Student Affairs



SIXTEENTH EDITION

BAIRD'S MANUAL OF AMERICAN COLLEGE FRATERNITIES

GEORGE STARR LASHER
Editor

The Collegiate Press
GEORGE BANTA COMPANY, INC.
MENASHA, WISCONSIN
1937

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DEFINITIONS OF FRATERNITIES AND SOCIETIES

BASICALLY there are two kinds of fraternal organizations on American college campuses: the fraternity and the society. This seems to disregard the fact that the two oldest fraternities, Kappa Alpha and Sigma Phi, have always called themselves societies, a designation used very generally in the early days of fraternity history; but it is not likely that anyone will mistake their character or misinterpret their names.

The fraternity organizes the social life of its members to promote their educational objectives. The society is an association rather than an organization, and functions mainly to recognize achievement or interest in some field of education.

The fraternity, whether for men or women--the latter generally known as a sorority—is considered a general fraternity if it selects its members at large from the undergraduate student body, and primarily from the non-professional and non-vocational departments. In the early days, when the fraternity was first established, the college had but one course, irrespective of the student's ultimate goal; and this liberal arts ancestry of the general fraternity adheres in its traditions. This was fortified by the tendency to require a general college training as a prerequisite for admission to the professional schools; and it will be further strengthened by the present recognition of the need to train "the whole man." For that has been the unconscious objective of the general fraternity from the first.

The professional fraternity differs from the general fraternity in only one respect, in that it selects all its members from students pursuing the same professional or vocational course, and organizes their social life in harmony with their specific and common educational interest.

With comparatively few exceptions, both the general and the professional fraternities have been mutually exclusive in their membership; and no fraternity initiates any member of another fraternity in the same category.

With that principle came competition and rivalry. This is an important distinction which many recognition societies, and some that call themselves honor societies, have failed to observe. The social fraternities elect to membership by mutual choice; the societies confer membership upon the individual, regardless of membership in any other organization, and without solicitation of any kind to insure acceptance of election. Moreover, since the fraternity organizes the social life of its members, congeniality is essential, and therefore personal qualifications of the candidate assume importance. The societies, on the other hand, ordinarily do not attempt to organize their groups; they exist more to give recognition to interest or merit.

There has been general misapprehension of the significance of *social* as applied to the fraternities. There is no connotation of family prestige or of preferment among those who are prospective members. The social fraternities have stressed the individual's relations to and with his fellows and to the group as a whole. They have thus been pioneers in the insistence that education be socialized, that is, directed with a proper consideration of the student's future responsibilities in society.

140

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B-10

The formal definitions of the several categories of fraternities and societies to be applied in this book are as follows:

A **Social College Fraternity** is a mutually-exclusive, self-perpetuating group which organizes the social life of its members in colleges and universities as a contributing factor to their educational program and draws its membership primarily from the undergraduate body of the institution. The name generally given to women's fraternities is sorority.

A **Professional Fraternity** is a specialized fraternity which confines its membership to a specific field of professional or vocational education in colleges and universities and maintains mutually-exclusive membership in that professional field, but may initiate members of the social college fraternities. Some professional fraternities include both men and women in their membership. Sorority is the name frequently given to a professional group which limits itself to women.

An **Honor Society** is an association established only in a four-year or more degree granting college or university that is accredited by the appropriate regional accrediting agency—either the New England Association of Colleges and Secondary Schools, the Middle States Association of Colleges and Secondary Schools, the North Central Association of Colleges and Secondary Schools, the Southern Association of Colleges and Secondary Schools, or the Northwest Association of Secondary and Higher Schools, or by the appropriate professional accrediting agency, and which meets the following minimal qualifications:

1. It receives into membership individuals who achieve high scholarship and who fulfill such additional requirements of distinction in general leadership or in some broad field of education and culture as the society may establish.
2. It elects to membership irrespective of membership in or affiliation with other organizations.
3. It confers membership solely on the basis of character and specified eligibility.
4. It limits its selection to those students who rank among the highest 35 per cent in general scholarship, making whatever additional requirements it desires.

A **Recognition Society** is one which confers membership in recognition of a student's interest and participation in some field of collegiate study or activity, with more liberal membership requirements than are prescribed for honor societies.

The Association of College Honor Societies classifies its member groups as follows:

> *General Honor Societies:* Organizations which base membership eligibility primarily upon (1) the attainment of a high standard of scholarship and elect only persons from the highest 20 per cent of the class in scholarship, or (2) the attainment of all-round leadership in student affairs and elect only persons from the highest 35 per cent of the class in scholarship. Election to membership in general honor societies, other than freshman scholarship honor societies, is held not earlier than the end of the fifth semester or the eighth quarter of the college course.
>
> *Departmental Honor Societies:* Organizations which base membership eligibility primarily upon the student's achievement within a given course, department, or specific field of study or interest, and elect only those who rank in the

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highest 35 per cent in general scholarship and have completed at least three semesters or five quarters of their college course.

Attention to the foregoing definitions makes it evident that a society which has even one chapter in an unaccredited institution should be classified as a recognition society no matter what it may call itself.

The Association of College Honor Societies has adopted the following definition of "a broad field of education": A broad field of education is one in which a systematic development of the mind and cultural values are acquired through instruction, training, example, and experience. Broad fields of education are specifically the following: agriculture, business administration, dentistry, education, engineering, fine arts, sciences, home economics, journalism, law, liberal arts, medicine, music, pharmacy, theology, veterinary medicine. As typical of courses, departments, and special fields of study and interest, the Association of College Honor Societies lists: architecture, biology, chemistry, electrical engineering, history, language, mathematics, mechanical engineering, physics, speech.

APPENDIX C

STUDENT HANDBOOK

RULES FOR WOMEN

STATUS OF WOMEN COMMITTEE
THE OHIO STATE UNIVERSITY

Rules for Women

Any report on the policies of the university as they effect women undergraduates would be incomplete without an analysis of the most explicit of these, the rules delineated in "The Student Handbook" of rules and regulations published annually by The Office of the Vice President for Student Affairs. From the 1970-71 edition of the handbook have been excerpted those specific regulations that suggest differential treatment of women and men in various ways. They are listed in order of occurrence in the handbook:

1. (pages 4,5) A position as a member is specifically designated for a women, i.e., the Women's Self Government Association, on the following student affairs policy-making bodies:

   Council on Student Affairs
   CSA Publications Board
   CSA Social Board
   CSA Student Judicial Board
2. (page 6) An organization directly authorized by faculty rule 53.0703 as "the official organization of women students concerned with their general welfare and all regulations unique to women students." This is the Women's Self Government Association.
3. (page 14) Separate student judicial commissions to hear violations of regulations by men and by women (Men's

Commission and WSGA Women's Commission).

4. (pages 26, 27) Separate bodies of regulations covering visits to living units:
   a. Women visitors to men's apartments

      Within this section can be found the following statement: "Women students visiting in apartments are expected to maintain the high standards of conduct expected of all university students." Included also is a reference to the hours during which a woman is eligible to be in an apartment (see item 7, c and d below).
   b. Men visitors to women's apartments

      This section contains no like reference to "high standards of conduct", as is found in the section on women visitors.

      Also, this restricts the hours during which men may make visits to apartments, essentially with reference to the hours restricted to women (see item 7 c and d below).
   c. Women visitors to men's living units

      Restricts women to specified times.
   d. Men visitors to women's living units

      Places no similar restrictions on men.
5. (page 27) Woman is expressly prohibited from being present in a Franklin County motel or hotel without permission from the director of her living unit.

6. (page 28) Group absences involving women must be reported prior to occurrence to the Office of the Dean of Students, and the group must be provided with "adequate supervision."
7. (pages 31, 35) "Women's Rules and Information"

   This section contains, among other things, those regulations that have been traditionally known as "women's hours." The section is prefaced by a paragraph that includes these statements: "The purpose of the rules . . . is to provide women students with . . . the expectations the university has of them . . . and . . . the safety and security of women students and of the living units in which they reside." A condensation of the rules follows:

   a. General Regulations

      All women students are responsible for all rules in the Student Handbook.

   b. Living Unit Procedures

      No woman shall jeopardize the security of her living unit. Times of closing and opening of women's living units are: Closing Sunday - Thursday 12:00 midnight, Friday, Saturday, and holidays 2:00 A.M.; opening is at 6:30 A.M. Visiting hours in public areas coincide with these times. Once the living unit is closed, first-quarter freshman women may not leave the unit until opening the next morning.

   c. First Quarter Freshmen Hours

      Sunday - Thursday 12:00 midnight, Friday, Saturday, holidays 2:00 A.M. There is a policy of voluntary sign-out.

Remaining out overnight or over the weekend is regulated.

d. Self-Regulated Hours

These apply to all women except first-quarter freshmen. This system permits each woman to determine her own hour of departure and return to the living unit. There is a policy of voluntary sign-out. Remaining out overnight or over the weekend is not regulated.

e. House Guests

This section prescribes days when guests will be allowed to stay overnight in the house. It also fixes rights, and responsibilities for actions of the guests on the hostess only if the guest is not an OSU student; on both hostess and guest if the guest is an OSU student.

f. Special Permissions

This section outlines procedures for the granting of permission to deviate from the previously-stated regulations.

There are no equivalent rules designated specifically for men. Men do not have "hours," nor do they have any like body of rules and regulations other than those found in the residential hall policy handbook that applies to both men's and women's housing and to coed housing.

8. (page 38) "Female students who are included in the Parietal Rule (requiring residence in a university facility to the Junior year, age 21, married, or living with relatives), but who have been excused by special petition, are required to live in Women's Registered Rooming Houses unless they have been excused to live with parents or close relatives."

There is no equivalent requirement of men. There are no "organized" rooming houses for men. This requirement is presently not strictly enforced.

9. (pages 39, 40) "Women's Housing (other than residence halls)"

Available to women are:

sorority housing

scholorship housing

organized rooming houses (must abide by WSGA and university rules)

apartments

city licensed rooming houses

private homes (arranged through Dean of Student's Office)

10. (pages 40, 41) "Men's housing (other than residence halls)"

Available to men are:

fraternity housing

scholarship housing

(independent) rooming houses

apartments

city licensed rooming houses

11. (page 47) This section contains a specific classification of recognized student organizations, i.e., "wives clubs". There is no specification for "husbands clubs" or "spouses clubs". This section also designates that the advisor to such a "wives club" may be a faculty or staff member or the wife of same. This person may not be, by exclusion, the husband of same.

12. (page 52) In this sectionare specified the eligibility rules that must be followed by a student to participate in men's intercollegiate athletics. The rules of eligibility stated are the rules of the NCAA, The Western Conference, and the University Athletic Council. There is no reference in a similar regard to women students participating in women's intercollegiate athletics.

The responsibility for the promulgation of these rules rests as follows:

1. Council on Student Affairs and Faculty Council
2. Faculty Council (originally), the Women's Self Government Association for maintaining their status, in connection with CSA
3. Council on Student Affairs, and Student Judicial Board, in conjunction with WSGA
4. a. (The statement on "high standards") Original promulgating body not definite. Possibly could presently be changed by CSA and WSGA, in conjunction with the Vice President for Student Affairs (apartment hours) determined by general women's hours regulations (see below).
   b. Determined by general women's hours regulations.
   c. Determined by general women's hours regulations
   This entire section on visits to apartments is under the jurisdiction of CSA.

5. The Council on Student Affairs and the Dean of Students and WSGA.
6. Faculty Rule 45.03
7. Women's "hours" are determined by recommendation to the Dean of Students and Vice President for Student Affairs by a Special Committee of residence hall system staff, Dean of Student Office, staff and students from WSGA Women's Commission.
8. Student Housing Office, Office of Business and Finance and Board of Trustees
9. Student Housing Office.
10. Student Housing Office.
11. The Assistant Dean of Students for Student Organizations and CSA, in conjunction with the Rules Committee of the Student Assembly.
12. Vice President for Student Affairs in conjunction with the appropriate athletic department officials.

An educated comment is required on the existence and origin of these various rules. Many of them have long histories of societal influence and are also changing as society itself changes its outlook on the roles and responsibilities of its mature women. In the past decade at OSU and other campuses, steadily progressing liberalization of women's hours, for instance, which has accelerated in its pace in the last two to three years. This trend has been spurred by increasing awareness on the part of college women of their own individual responsibilities and, in turn, women students are assuming vastly increased share of personal rather than collective responsibility for their actions.

This trend is evidenced by an increase in the formulation of security procedures by individual living units rather than collectively by all women's residences. It is also evidenced by a movement within the former primary rule-making body, WSGA, to shift emphasis to programming for the education and service of women students and to phase out its function as a rule-making body. Moreover, several of the regulations pertaining to women that are presently found in *The Student Handbook* are being reconsidered (e.g., #6 listed in this appendix item, regarding group-absences involving women) and probably will not appear in the book's next edition.

The Women's Commission of WSGA is presently undertaking a complete review of women's hours policies. The additional regulations are being studied also, and reform of a wide scale is likely.

The body of this appendix has been prepared by the President of the Women's Self Government Association in consultation with Jacklyn Roberts, Assistant Dean of Students, and is being forwarded along with the comments to the various bodies mentioned as having responsibility for the promulgation of the rules.

APPENDIX D

1. RECRUITMENT QUESTIONNAIRE
2. RECRUITMENT MEMO FROM DR. MOULTON
3. DETAILED QUESTION ANALYSIS
4. NO RETURN LIST

D-1

To: Directors, Department Chairmen and Deans

From: The Ohio State University Ad Hoc Committee on the Status of Women

Re: Recruitment Policies and Procedure

One of the facets being reviewed by the Committee on the Status of Women is Departmental Undergraduate recruitment programs. In this effort we request your assistance in providing the following information:

1. Do you have a recruitment program for undergraduate students?
2. If you do, what forms of recruitment do you use? e.g. Career Days on campus, campus tours for students, high school visits, other. Who from your department participates (faculty, students, men, women)?
3. What kind of students do you recruit e.g. top scholars, students with specific abilities, students from specific locale, any other?
4. Through whom do you make contacts with students for recruitment e.g. high school counselors, teachers, professional associations, alumni, other?
5. In your past recruitment programs, have both men and women indicated interest in your department?
6. Does your department encounter difficulty in attracting women students into the department?
7. If you use printed material in recruitment, please include copies.

Please send this information by Monday, December 11, 1970 to:

Dr. Rachel Hubbard
1787 Neil Avenue

D-2

THE OHIO STATE UNIVERSITY
190 NORTH OVAL DRIVE
COLUMBUS, OHIO 43210

OFFICE OF THE PRESIDENT

December 1, 1970

MEMORANDUM

To: Deans, Directors and Department Chairmen

From: Edward Q. Moulton, Executive Vice President

In September I appointed an ad hoc committee for the purpose of reviewing the status of women at The Ohio State University. In fulfilling its responsibility this committee now needs your assistance. Would you please complete the enclosed questionnaire concerning your department's recruitment of undergraduate students. This information will be most helpful to the committee in presenting an accurate and complete report. Your cooperation in this matter will be most appreciated.

EQM/bjo
Enclosure

Undergraduate Recruitment Survey
Response to Question

1. Do you have a recruitment program for undergraduate Students?

	Formal	Informal	None	Cooperate with College Program
Aeronautical & Astro Eng	X			X
Agr Econ & Rural Soc	X			X
Agr Engineering	X			X
Agronomy	X			X
Animal Science	X			X
Architecture			X	
Astronomy			X	
Biochemistry & Molecular Biology			X	
Botany		X		
Business Admin	X			
Ceramic Engineering	X			
Classics		X		
C.I.S.		X		X
Dairy Tech	X			X
Dairy Science	X			X
Dental Hygiene			X	
Design			X	
East Asian Languages			X	
Economics			X	
Electrical Engineering	X			X
Engineering Mechanics			X	
English		X		
Entomology			X	
Forestry	X			
German		X		
History			X	
Home Economics	X			
Horticulture	X			
Industrial Engineering		X		
Journalism		X		
Linguistics			X	
Medical Technology	X			
Metallurgical Engineering	X			
Microbiology	X			
Music	X			
Nursing	X			
Occupational Therapy	X			
Pharmacy	X			
Physical Therapy	X			
Political Science			X	
Poultry Science	X			X
Psychology			X	
Slavic Languages			X	
Social Work	X			
Sociology		X		
Speech			X	
Statistics			X	
Welding Engineering	X			X
48 Count	24	8	16	11
Percent	50	17	33	

Undergraduate Recruitment Survey
Response to Question

2. If you do, what forms of recruitment do you use? e.g. Career Days on campus, campus tours for students, high school visits, other. Who from your department participates (faculty, students, men women)?

	Campus Tours & Career Days	High school counselors &/or High School visits	Profes-sional & other Organi-zation	UVC Servey LD Courses	(Only those departments with some response to a question are included)			
					Men	Wo-men	Fac-ulty	Stu-dents
Aero & Astro Engineering	X				X		X	X
Agr Econ & Rural Soc	X				X	X	X	X
Agr Engineering	X		X		X		X	X
Agronomy	X				X	X	X	X
Animal Sci.	X						X	X
Botany				X				
Business Admin	X							
Ceramic Eng.	X	X						
Classics		X						
C.I.S.				X				
Dairy Tech.	X	X			X	X	X	X
Dairy Sci.	X		X		X	X	X	X
Electrical Eng.		X					X	
English			X					
Forestry	X	X						
German				X				
Home Ec.	X	X				X	X	X
Horticulture	X	X					X	X
Industrial Eng				X				
Journalism	X						X	
Med. Tech.	X	X			X	X	X	X
Metal. Eng	X	X			X		X	X
Microbiology		X					X	
Music	X	X					X	
Nursing	X	X	X					
Occupational Therapy	X	X			X	X	X	X

Question #2 continued

(Only those departments with some response to a question are included)

	Campus Tours & Career Days	High school counselors &/or High school visits	Profes-sional & other Organi-zation	UVC Servey LD Courses	Men	Wo-men	Fac-ulty	Stu-dents
Pharmacy	X	X						
Physical Therapy	X	X						
Poultry Science	X							
Social Work		X						
Sociology				X				
Welding Engineering	X			X				
32 Count	22	16	4	6	9	7	16	12

Undergraduate Recruitment Survey
Response to Question

3. What kind of students do you recruit e.g. top scholars, students with specific abilities, students from specific locale, any other?

	Top Scholars	Strong in Physical Sciences	Disadvantaged with Potential	Interest in High school Teaching	All Interested & Qualified	______ Other______
Aero & Astro Engineering					X	
Agr Econ & Rural Soc	X					
Agr Eng		X			X	
Agronomy					X	
Animal Science		X				
Botany	X					
Business Admin	X		X			
Ceramic Eng	X					
Classics				X		women rather than men
Dairy Technology					X	
Dairy Sci.					X	
Electrical Eng		X				
Forestry					X	
Home Econ	X					
Horticulture	X				X	
Medical Technology						interested in career
Metallurgical Engineering					X	
Music					X	
Nursing	X		X			males
Occupational Therapy					X	
Pharmacy		X				
Physical Therapy		X				recommendations, good appearance, good health
Poultry Sci					X	
Welding Eng					X	
24 Count	7	5	2	1	12	

Undergraduate Recruitment Survey
Response to Question

4. Through whom do you make contacts with students for recruitment e.g. high school counselors, teachers, professional associations, alumni, other?

	High school Teacher & Counselors	Alumn: & Alumni Organizations	County Cooperative Extension Agents	UVC &/or Orientation Freshmen	Industry	Professional Associations	Other
Agr Econ & Rural Soc	X		X				
Agr Eng	X	X					
Agronomy	X	X	X				Current majors
Animal Sci	X		X				
Botany				X			
Business Admin	X						
Ceramic Eng	X	X				X	
Classics	X						
C.I.S.				X			
Dairy Tech	X	X			X		
Dairy Sci	X	X	X			X	
Dental Hygiene						X	
Electrical Engineering	X				X	X	
Forestry	X	X				X	Student Forestry Camps
Home Econ	X		X				
Horticulture	X	X					
Industrial Engineering				X			
Journalism	X	X				X	
Medical Tech	X					X	
Metallurgical Engineering	X	X				X	
Microbiology	X						
Music	X	X				X	
Nursing	X						Future Nurse Clubs
Occupational Therapy	X	X		X		X	
Pharmacy	X	X		X		X	
Physical Therapy	X	X		X		X	
Poultry Sci			X		X		Faculty contacts
Welding Engineering	X	X		X	X		
28 Count	23	14	6	7	4	12	

Undergraduate Recruitment Survey
Response to Question

5. In your past recruitment programs, have both men and women indicated interest in your department?

	both	Mostly Men	Mostly Women	Comments
Aero & Astro Engineering		X		
Agr Econ & Rural Soc		X		
Agricultural Eng		X		
Agronomy	X			
Animal Science	X			
Botany	X			
Business Admin	X			
Ceramic Eng	X			
Classics	X			
C.I.S.	X			
Dairy Tech	X			
Dairy Science	X			
Electrical Engineering	X			
Entomology		X		
Forestry	X			
German	X			
Home Economics			X	
Horticulture	X			
Industrial Engineering		X		
Journalism	X			
Medical Technology			X	
Metallurgical Eng		X		
Microbiology	X			
Music	X			Slightly more women
Nursing			X	
Occupational Therapy			X	
Pharmacy	X			
Physical Therapy	X			
Poultry Science		X		
Social Work			X	
Sociology	X			
Welding Engineering		X		
32 Count	19	8	5	
Percent	59	25	16	

Undergraduate Recruitment Survey
Response to Question

6. Does your department encounter difficulty in attracting women students into the department?

	Great Difficulty	Some Difficulty	No Difficulty	Comments
Aero & Astro Engineering	X			5 at OSU
Agr Econ & Rural Soc	X			3% at OSU
Agr Engineering	X			see article 'More Women Engr. in Agr Eng
Agronomy		X		few women in area
Animal Science			X	
Astronomy			X	
Botany			X	
Business Admin.		X		men to women 9-1 at OSU
Ceramic Engineering		X		
Classics			X	
C.I.S.			X	
Dairy Technology		X		2 at OSU
Dairy Science		X		1 at OSU
Electrical Engr.	X			less than 1% at OSU
Entomology	X			
Forestry	X			
German			X	
Home Economics			X	need men
Horticulture			X	
Industrial Engineering	X			
Journalism			X	
Medical Technology			X	Woman' field
Metallurgical Engineering		X		2 at OSU
Microbiology			X	
Music			X	
Nursing			X	Need men
Occupational Therapy			X	Need men
Pharmacy			X	
Physical Therapy			X	
Poultry Science	X			Bad opportunities for men
Psychology			X	
Social Work			X	Women to Men 5-1 at OSU
Sociology			X	
Speech			X	
Welding Engr	X			1 female at OSU
35 Count	9	6	20	
Percent	26	17	57	

Undergraduate Recruitment Survey
Response to Question
7. If you use printed material in recruitment, please include copies.

Departments that included Brochures

Aeronautical & Astronautical Engineering
Agricultural Engineering
Agronomy
Biochemistry & Molecular Biology
Ceramic Engineering
Computer & Information Science
Dairy Technology
Dairy Science
Dental Hygiene
East Asian Languages
Electrical Engineering
Forestry
Home Economics
Horticulture -------- will be available Spring 1971
Industrial Engineering
Medical Technology
Metallurgical Engineering
Microbiology
School of Music
Nursing
Occupational Therapy
Pharmacy
Physical Therapy
Poultry Science
Social Work
Welding Engineering

Count 26

Departments to Which Undergraduate Status of Women Questionnaires Were Sent

	Returned Questionnaire	Did not Return Questionnaire
Accounting		X
Aero & Astro Soc	X	
Agr Econ & Rural Soc	X	
Agricultural Educ		X
Agricultural Eng	X	
Agronomy	X	
Anatomy	see footnote one	
Animal Science	X	
Architecture	X	
Art		X
Art Education		X
Art History		X
Astronomy	X	
Biochemistry & Molecular biology	X	
Botany	X	
Business Admin	X	
Ceramic Engineering	X	
Chemical Engineering		X
Chemistry		X
Civil Engineering		X
Classics	X	
C.I.S.	X	
Dairy Technology	X	
Dairy Science	X	
Dance		X
Dental Hygiene	X	
Design	X	
East Asian Languages	X	
Economics	X	
Education		X
Electrical Engineering	X	
Engineering Graphics		X
Engineering Mechanics	X	
English	X	
Entomology	X	
Forestry	X	
Genetics		X
Geography		X
Geology		X
German	X	
Health Education	X	
History	X	
Home Economics	X	
Horticulture	X	
Industrial Engineering	X	
Journalism	X	
Linguistics	X	
Medical Dietetics	see footnote two	
Medical Technology	X	
Metallurgical Engineering	X	
Microbiology	X	
Mineralogy		X
Music	X	
Nuclear Engineering		X
Nursing	X	
Occupational Therapy	X	
Pharmacy	X	
Philosophy		X
Photography & Cinema		X
Physical Educ		X
Physical Therapy	X	
Physics		X
Physiology	see footnote two	
Plant Pathology		X
Political Science	X	
Poultry Science	X	
Psychology	X	
Slavic Languages	X	
Social Work	X	
Sociology	X	
Speech	X	
Statistics	X	
Theatre		X
Welding Engineering	X	
Zoology		X
Count	48	24

FOOTNOTES

One) Not applicable to undergraduate degree program

Two) returned questionnaire contained no useable information

APPENDIX E

1 LETTERS FROM RODNEY J. HARRISON

2 FINANCIAL AIDS FOR STUDENTS BROCHURE

3 STUDENT EMPLOYMENT BROCHURES

E-1

THE OHIO STATE UNIVERSITY
AREA OF STUDENT AFFAIRS
STUDENT FINANCIAL AIDS
154 WEST 12TH AVENUE
COLUMBUS, OHIO 43210

Student Employment
422-6812
Work Study Program
422-7363
Veteran's Center
422-2940

Rodney J. Harrison, *Director*
422-1134

Loans
422-3816
Scholarships
422-7034
Counseling
422-2940

November 19, 1970

Mrs. Rachel Hubbard
265 Campbell Hall
1787 Neil Avenue
The Campus

Dear Mrs. Hubbard:

RE: Support of Women through the Student Financial Aids Program

In attempting to provide adequate research data relative to the number and percent of male versus female financial aid recipients, we chose to use the three major federal student aid programs which we administer because of their broad eligibility and because they are basically unrestricted by course of study. The programs are as follows:

Educational Opportunity Grants
These are available to needy undergraduate students in good academic standing from families with incomes of $9,000 or less.

National Defense Student Loans
These loans are available to students primarily from families with incomes of $10,000 or less and are available to undergraduates, graduates, and students in the College of Law.

College Work-Study Program
This is subsidized student employment of needy students primarily from low-income families and available in all colleges of the University.

Listed below are the number of students in each program and the amount of money allocated as well as a total unduplicated count. This unduplicated count is important because students may be involved in any one or all three of these programs.

TOTAL UNDUPLICATED COUNT	3,704	
Educational Opportunity Grants	1,183	$ 595,561
National Defense Student Loans	2,277	$1,310,144
College Work-Study Program	1,814	$1,090,343

E-1A

Dr. Rachel Hubbard November 19, 1970
Page Two

The number and percent of the male/female distribution for these programs are as follows:

Male	1,920	52%
Female	1,734	48%

Sincerely yours,

Rodney Harrison

Rodney J. Harrison
Director

RJH.dkh

E-2

THE OHIO STATE UNIVERSITY
AREA OF STUDENT AFFAIRS
STUDENT FINANCIAL AIDS
154 WEST 12TH AVENUE
COLUMBUS, OHIO 43210

Student Employment
422-6812

Work Study Program
422-7363

Veteran's Center
422-2940

Rodney J. Harrison, *Director*
422-1134

Loans
422-3816

Scholarships
422-7034

Counseling
422-2940

January 20, 1971

Mrs. Rachel Hubbard
265 Campbell Hall
1787 Neil Avenue
The Campus

Dear Mrs. Hubbard:

I am most happy to answer your recent inquiry concerning support available to women students through the financial aid program.

Our office does handle the Student Employment Program and the College Work-Study Program is a part of that function. Enclosed for your information and that of the committee is the most recent wage scale that is authorized for use by University employers. As you will notice there is no differentiation on this scale for men or women.

As far as the other scholarship programs are concerned, information could be made available but it would be necessary for us to do a hand count. We do not have the record as far as the student's sex on any of our machine tabulating cards simply because so few of the scholarships are designated that way. We were able to give you information on the federal programs because data was readily available.

As far as a statement on the method used in awarding financial aid, may be the enclosed brochure would be helpful.

If more details are requested I would be most happy to meet with your committee and discuss with them other information that they would want and how we might provide it for them.

Sincerely yours,

Rodney Harrison

Rodney J. Harrison
Director

RJH.dkh

Financial Aids for Students

THE OHIO STATE UNIVERSITY

The Ohio State University's Financial Aid Program

Realistic financial planning is an essential element of the university experience. It is a function of the Student Financial Aids Office at The Ohio State University to assist students and their families in formulating plans for the financing of a college education.

The rising cost of a college education has made it increasingly difficult for many families to provide the necessary funds for the higher education of their children. The state-assisted universities of Ohio were established to provide quality education that would be within the financial means of all families. Unfortunately, there remain many families that cannot afford to send their children to college. To assist these families, The Ohio State University created the Student Financial Aids Office.

The primary purpose of the financial aid program at The Ohio State University is to enable qualified students with limited financial resources to attend college. The University will make every effort within its means to help these students secure the needed funds. Thus, a student who has financial problems should seek assistance from the Student Financial Aids Office before altering any educational goals.

The following types of financial aids are available:

Scholarships are monetary gifts which do not involve repayment. Selection is based on the student's academic performance or potential and the amount ordinarily varies with the student's financial need. *Grants* are gifts of money made to students in need of financial aid and capable of meeting normal academic requirements. These programs, funded primarily by the State and Federal Government, do not imply academic distinction.

Awards are monetary recognition given for achievement and are selected without application. These are usually given during Spring Quarter.

Employment opportunities are available for part-time work through the employment referral service of the Student Employment Office as well as through the College Work-Study Program. The latter program, funded primarily through Federal resources, is available to students with need from low income families.

Loans are financial aids which have the requirement that they be repaid at a specific time. Most loans administered by The Student Financial Aids Office also have a minimal interest charge.

Application procedures for each type of aid are described on the following pages.

The Student Financial Aids Office welcomes inquiries from students, parents, and friends of the University. Its staff is here to serve you.

Address:

Student Financial Aids
The Ohio State University
154 West 12th Avenue
Columbus, Ohio 43210

Phones (Code 614):

Scholarships	422-7034
Loans	422-3816
Employment	422-6812
Work-Study	422-7363
Veterans	422-2940
Counseling	422-2940
Director	422-1134

Student Expenses at The Ohio State University

To assist in your financial planning, listed below you will find the basic expenses for a year's (three quarters) education at The Ohio State University. These expenses will vary with the individual student's type of housing, course of study, choice of food, recreation, transportation and other factors. Basic expenses, excluding all incidentals which average $350 per year, for an entering freshman, Ohio resident, would be:

Application Fee (Nonreturnable)	$ 10.00
Acceptance Fee (Nonreturnable)	25.00
University Instructional Fee	510.00
University General Fee	120.00
Deposits to cover laboratory materials and breakage	50.00
Deposit to cover military uniform	40.00
Books and Supplies	150.00
Room and Board (Residence Hall)	1,104.00
Total Men	$2,009.00
Women	1,969.00

A commuting student could, of course, subtract his room and board because he is living at home, but should add costs for transportation and noon lunches on the campus.

Because the University Instructional and General Fee will vary with each college or professional school, a student should check The Ohio State University Bulletin for more exact figures.

Because the University is a state-assisted institution, out-of-state residents must pay a larger share of their expenses. The University Instructional and General Fee for out-of-state residents is $1,680 yearly, but other costs would be the same.

Scholarships

Scholarships are available to both entering and enrolled students. These scholarships are made available from various sources on the campus as well as outside foundations, industries, interested groups, and individuals. Approximately 4,500 scholarships are awarded yearly.

General University Scholarships Approximately 1,000 General University scholarships, carrying stipends of $200 to $800 per year, are awarded annually, irrespective of school or college in the University. These scholarships are renewable until graduation.

Cooperative Housing Scholarships Cooperative housing scholarships for undergraduates are available in the Stadium Scholarship Dormitory for men, and in the Alumnae Scholarship Houses for women. Because of the cooperative feature of this program, the cost to the student for room and board is approximately $480 yearly for women and $510 for men, as compared to $1,104 in the other University residence halls. Students should indicate their interest in this program on the scholarship application.

Awards in Specific Locations A number of scholarships are provided yearly in various sections of the state. These are made possible by The Ohio State University Mothers' Association and The Ohio State University Development Fund. In most cases, they are granted to freshmen and are not renewable.

Special College Scholarships Each undergraduate college has a number of special scholarships available only to applicants in that college or department. A detailed listing of these is given in the appropriate Ohio State University Bulletin. All applicants who submit the standard scholarship application blank are considered for all available aids.

College of Education Bland L. Stradley Memorial Scholarships of $210 per quarter will be granted to 100 students who plan to become elementary or secondary teachers. This scholarship is renewable.

School of Music A number of grants and scholarships are awarded to outstanding musicians who plan to major in music. Interested students must contact the School of Music, 1899 North College Road, Columbus, Ohio 43210, prior to January 15, to arrange for necessary auditions.

Educational Opportunity Grants This federal program was established under the Higher Education Act of 1965. It enables the University to award grants to students who qualify under the guidelines of the program. The primary selection criterion is the family's financial circumstances, with the major emphasis on students from low-income families.

The grants can be made to any undergraduate student, but preference is given to entering freshmen. A student's high school or college record must indicate his ability to maintain good standing in his academic work.

Application should be made on the regular scholarship application blank following the procedures and deadlines listed elsewhere in this section.

Ohio Instructional Grants This aid program has been established by The Ohio Board of Regents and provides non-repayable grants to Ohio residents. An applicant must be a full-time undergraduate student and awards are based on his family financial information. In most cases family incomes must be under $10,000.

To apply, the university scholarship application can be used. Special information and deadline dates are available at the Student Financial Aids Office.

Regional Campuses

The University has four two-year undergraduate regional campuses located in various sections of the state. Scholarships and Grants are offered to students who plan to enroll at these campuses. Applicants must secure the required forms from the regional campuses, and must have the application and recommendation forms returned to the campus by April 15. The Parents' Confidential Statement of the College Scholarship Service must be filed by March 15.

For further information, students should contact the regional campus where they plan to enroll. Addresses are listed below.

The Ohio State University—Lima
4300 Campus Dr., Lima, Ohio 45804

The Ohio State University—Mansfield
2375 Springmill Rd., Mansfield, Ohio 44906

The Ohio State University—Marion
1465 Mount Vernon Ave., Marion, Ohio 43302

The Ohio State University—Newark
University Drive, Newark, Ohio 43055

Freshman Scholarship Procedures

To apply for a scholarship, a freshman applicant must:

1. Send completed Parents' Confidential Statement to the College Scholarship Service before February 1. These forms are available in the high schools.
2. Send a completed Freshman Scholarship Application to the Student Financial Aids Office before March 1.
3. Have the high school principal or counselor complete a Recommendation for Scholarship and forward it to the Student Financial Aids Office before March 1. This form is furnished with the application.

Each applicant must have taken at least one of the following standardized tests:

1. American College Test.
2. College Entrance Examination Board Scholastic Aptitude Test.
3. National Merit Scholarship Qualifying Test.

Since the scores received on these tests will be forwarded by the school official who completes the Recommendation for Scholarship, it is suggested that applicants take the tests prior to the end of the first semester of their senior year.

Only those applicants whose files are complete and who have been admitted will be considered for awards. Applicants for the Columbus campus will be notified of the committee's decision by June 1.

Professional School Students

Scholarships are available to students enrolled in the University's Professional Schools. General University Scholarships are available to all professional students in varying amounts, and are renewable until graduation. Health Professions Scholarships are available in the Colleges of Medicine, Dentistry, Pharmacy, Optometry and Veterinary Medicine. Scholarship applications are available November 1, and must be submitted by March 15. Applicants will be notified of the committee's decision by August 15.

For further details see the appropriate Ohio State University Bulletin.

Graduate Students

Information concerning graduate student fellowships and assistantships should be obtained through the Graduate School or the student's academic department. Graduate students are eligible to apply through this office for part-time student employment and loans.

Enrolled Students

Those students now in attendance at The Ohio State University on the undergraduate level should request an "Enrolled Application" when applying for scholarships. The major scholarship awards made available to this group are the Ohio State University Scholarships. Other University-wide scholarships, including those for cooperative scholarship housing, are also available. In addition to these, a number of special scholarships are administered in cooperation with the various colleges of the University. These special scholarships for undergraduates are listed in the appropriate college catalogs. Information concerning these awards is available at the college or departmental offices as well as the Student Financial Aids Office.

Unless otherwise designated, the University's scholarship application form will be used for consideration for all aids for which an applicant may be eligible.

Scholarship applications are available November 1 and must be submitted by March 15. Applicants will be notified of the committee's decision by August 1.

Undergraduate Transfer Students

A limited number of scholarships are available each year for students transferring from other colleges and universities. Only applicants who have completed their admission to The Ohio State University are considered for scholarships, and they must have exceptionally good records to be selected. Scholarship applications are available November 1 and must be submitted by March 15. Applicants will be notified of the committee's decision by August 1.

Scholarship Renewal Requirements

The majority of scholarships granted are renewable until graduation. Stipends for these awards may vary upon renewal, based on the applicant's financial need. University scholarships may be renewed provided: (1) the student maintains a point-hour ratio based on each year's performance which places him in the upper third of his class; (2) a new application is filed each year before the deadline date of March 15; and (3) adequate funds are available.

Other Aid Programs

Federal Guarantee Bank Loan Program This Federal program, made possible through the Higher Education Act of 1965, is administered to Ohio residents through the Ohio Student Loan Commission (OSLC), 21 W. Broad, Columbus, Ohio 43215. Nonresident programs parallel the Ohio program through appropriate agencies in the student's home state. In Ohio, students may obtain funds from banks, savings and loans, and credit unions. Up to $1,500 per year is available for graduates and undergraduates attending accredited institutions. Students with an adjusted family income of $15,000 or less are eligible for Federal interest subsidy . . . whereby the government pays the current interest rate of 6½ per cent while the student is enrolled. The student pays the remaining ½ of 1 per cent simple interest during the in-school period. Repayment of the loan principal begins nine months after the borrower ceases to be a student. However, not all financial institutions are willing to apply for the Federal benefits and the student is encouraged to check with the bank on this matter. Clearly, it is to the student's benefit to obtain Federal subsidy whenever possible as this reduces the cost of the loan. Students must be in good standing to qualify and usually must be enrolled full-time.

Social Security Details concerning eligibility under this program may be secured from the district Social Security Administration Office. Benefits usually are available for eligible students until age 22.

Veterans Benefits Veterans and veterans' dependents may secure information concerning various benefits under these programs from the OSU Veterans Center or their regional Veteran's Administration Office.

Law Enforcement Education Program This federally funded grant and loan program is available through Student Financial Aids to those currently employed by law enforcement agencies or those who are preparing to enter a career in law enforcement, correction or protection.

Cuban Loans Cuban Loans are federally funded long-term loans available through Student Financial Aids to Cuban and certain other Latin American refugees.

ROTC A number of different scholarship programs are available for students interested in military careers. Information may be secured from the Army, Air Force, or Navy unit at The Ohio State University or your local recruiting office.

Student Employment

Part-time employment contributes to the educative experience of students at The Ohio State University. Campus offices, Columbus residents, and businessmen cooperate to provide employment opportunities. Although much of the work is of a temporary nature, it frequently results in permanent part-time employment for those who give courteous, willing, and dependable service.

Students and student wives who can afford the time to work may apply at Room 210, Student Services Building, at the completion of registration. The office is open from 8:00 a.m. to 5:00 p.m. Monday through Friday and from 8:00 a.m. until noon on Saturdays. Interviews are arranged between the hours of 9:00 a.m. and 4:00 p.m. Monday through Friday.

It is highly desirable that entering students have adequate funds to finance at least their first quarter. Inasmuch as good health and scholastic achievement are essential to a satisfactory University career, part-time work schedules should be arranged with care. Regular employment is discouraged for freshmen during their early adjustment to college life.

After the initial interview, the student's qualifications, work history, and free hours are studied, and referral is made if there are appropriate jobs available. Wage scales vary according to the nature of the work and the skill of the student. All students are encouraged to use their own initiative in discovering job opportunities as well as using the resources of this office.

A large number of students and student wives are employed on campus in a wide range of jobs. Students and wives with clerical and office experience are normally in demand both on and off campus. Upperclassmen and well qualified graduate students engage in part-time teaching and render technical and semi-professional assistance to industries and professions.

Summer Work

Summer earnings constitute an important source of income for college students. The Student Employment Office, open the year round, also provides information on vacation work opportunities.

A number of full-time summer openings are listed by resorts and summer camps, industries, and Columbus businessmen.

Room and Board Jobs

Male students who come to The Ohio State University may find, at the Student Employment Office, opportunities to earn their room and/or board. Female students should apply for these opportunities at the Office of Student Housing, Pomerene Hall.

Work-Study Program

The University participates in the Federal College Work-Study Program for full-time students from low-income families who could not attend without financial assistance. Qualified students work on campus for an average of 15 hours per week and earn approximately $700 during three quarters. One quarter of full-time work prior to enrollment is permitted. Applicants must rank in the upper two-thirds of their high school class or maintain good standing at the University to be eligible.

Applicants must file or have filed the parents' confidential statement as a basis for evaluation of need. Total earnings will be limited to evaluated need.

Full time students who have completed three quarters and are not enrolled the next quarter, but will return, may work during the off quarter for not over 40 hours per week. During the summer quarter some full-time jobs may be available off campus.

Loans

All loans are for current educational expenses only (room, board, books, and tuition), and are granted to students whose parent, guardian, or spouse is unable to provide sufficient funds to enable them to finance their education.

Students who are considered full time are eligible to apply. First quarter freshmen are considered for loans through the scholarship application procedure only. Other entering freshmen who wish to apply for loans may do so during their first quarter of enrollment and will be considered for the remainder of the academic year. Since loan funds are limited, first consideration will go to those students having the highest combination of ability and need.

University and Foundation Loans These loans are applied for quarterly with a usual maximum of $300 per loan, $750 per year, and $1,500 total while in the University. Interest rates average 3 per cent, and repayment schedules vary according to the year in college. Co-signers are required, and parent or guardian must co-sign in the case of minors.

National Defense Students Loans National Defense Student Loans are available to students who are capable of maintaining good standing and have a verified financial need. Students with the best records and highest financial need will be given first consideration.

Undergraduate students may borrow under the National Defense Loan Program a maximum of $1,000 per academic year to a total maximum of $5,000 while Graduate students may borrow a maximum of $2,500 per academic year to a total of $10,000. Repayments begin nine months after leaving the University with a minimum $45 quarterly repayment. No interest is charged while the student is attending the University or for nine months thereafter. Following this grace period, 3 percent is charged. The debt is cancelled in case of death or permanent and total disability. If the borrower becomes a full-time teacher (elementary, secondary or college), 10 per cent of the loan can be cancelled for each year of teaching, not to exceed 50 per cent of the loan. However, if the teaching involves handicapped students or is in a predominantly low income area school, 15 percent annual cancellation is allowed to the full amount of the loan.

The total loan plus interest may be cancelled by 12½ percent for each year of service in the Armed Forces of the United States performed after June 30, 1970. The total maximum military cancellation may not exceed 50 percent of the total loan plus interest.

Health Professions Student Loans Students in medicine, veterinary medicine, dentistry, pharmacy or optometry can be considered for these loans.

The maximum that may be borrowed is $2,500 per academic year. Repayments begin one year after graduation and must be completed in ten years from that time. No interest accrues while the student is in school or for one year thereafter. The rate of interest is 3 per cent. Borrowers in medicine, dentistry or optometry who practice in an area having a shortage in their profession may annually cancel 10 per cent of the loan up to a 50 percent maximum. If the practice occurs in a low-income district cancellation at 15 per cent annually is allowed up to 100 percent of the unpaid loan. Repayments may be deferred up to three years if the borrower becomes a member of the Armed Forces or Peace Corps. Repayments may be deferred up to five years if the borrower pursues advanced professional training, including internship and residencies. No interest accrues during deferment periods.

Nursing Student Loans Students enrolled in the School of Nursing may be considered for aid under this program. A maximum of $1,500 per academic year may be borrowed with an interest rate of 3 percent. Repayments and interest begin one year after graduation, and up to 50 percent of the loan may be cancelled if employed as a full-time professional nurse for a nonprofit institution or agency. Up to 100 per cent of the loan plus interest may be cancelled at the rate of 15 per cent per year for each complete year of service as a full-time nurse in a hospital which has been designated as having a substantial shortage of nurses.

Application Periods Applications for long term loans are available only during the periods listed below. During any application period, excepting summer quarter, federal loan applicants may apply for the next quarter as well as the remainder of the academic year. Scholarship applicants may also indicate their interest and be considered for loans by checking that section of the scholarship application.

Fall Quarter	July 15—August 15*
Winter Quarter	October 15—November 15*
Spring Quarter	January 15—February 15*
Summer Quarter	April 15—May 15

* Application periods for National Defense, Nursing or Health Professions Student Loans for the academic year.

Emergency Loans Emergency loans with a $50 maximum, 90 day repayment period, and no interest are also available at any time during the academic year.

Student Employment

The Ohio State University
154 West Twelfth Avenue
Columbus, Ohio 43210
293-6812

HOURS

Except on holidays, the Student Employment Office is open year round from 8 a.m. to 5 p.m., Monday through Friday, and from 8 a.m. until noon Saturday. Interviews are held between 9 a.m. and 4 p.m., Monday through Friday.

WORK-STUDY PROGRAM

The University participates in the federal College Work-Study Program. This program provides on-campus employment for needy students. A maximum of 15 hours work a week during the academic year and 40 hours a week between quarters is provided. Further information and applications are available from the Work-Study Office, Room 212, Student Services Building, 154 West Twelfth Avenue.

OTHER FINANCIAL AIDS

The Student Employment Office is a division of the Student Financial Aids Office, which makes available additional aid through loans, grants, and scholarships.

Scholarships and grants are available to students with high ability and financial need. The yearly deadline for filing an application is March 1. Applications are available November 1.

Loans are available to enrolled students whose point-hour ratios are 2.00 or better. Application periods are approximately one month before the start of each quarter.

For further details write to:

The Ohio State University
Student Financial Aids Office
154 West Twelfth Avenue
Columbus, Ohio 43210

TYPES OF JOBS

An extremely broad range of job opportunities is available, especially for men. Employment varies from a single one- or two-hour job to a full-time position. Often short-term jobs develop into regular part-time employment as a result of courteous, willing, and dependable performance. Employers are encouraged to restrict part-time jobs to 20 hours per week. Some positions require the applicant to remain one year or more. Evening work is solicited for students who have classes all day long.

Because of the large variety of available jobs, it is impossible to describe them all. However, following are a few of the more common categories.

Office Work
- bookkeepers
- clerks
- data processors
- machine operators
- typists
- stenographers

Sales
- cashiers
- clerks
- delivery men
- inventory takers
- stockmen
- warehousemen

Libraries
- catalogers
- file clerks
- monitors
- receptionists
- typists

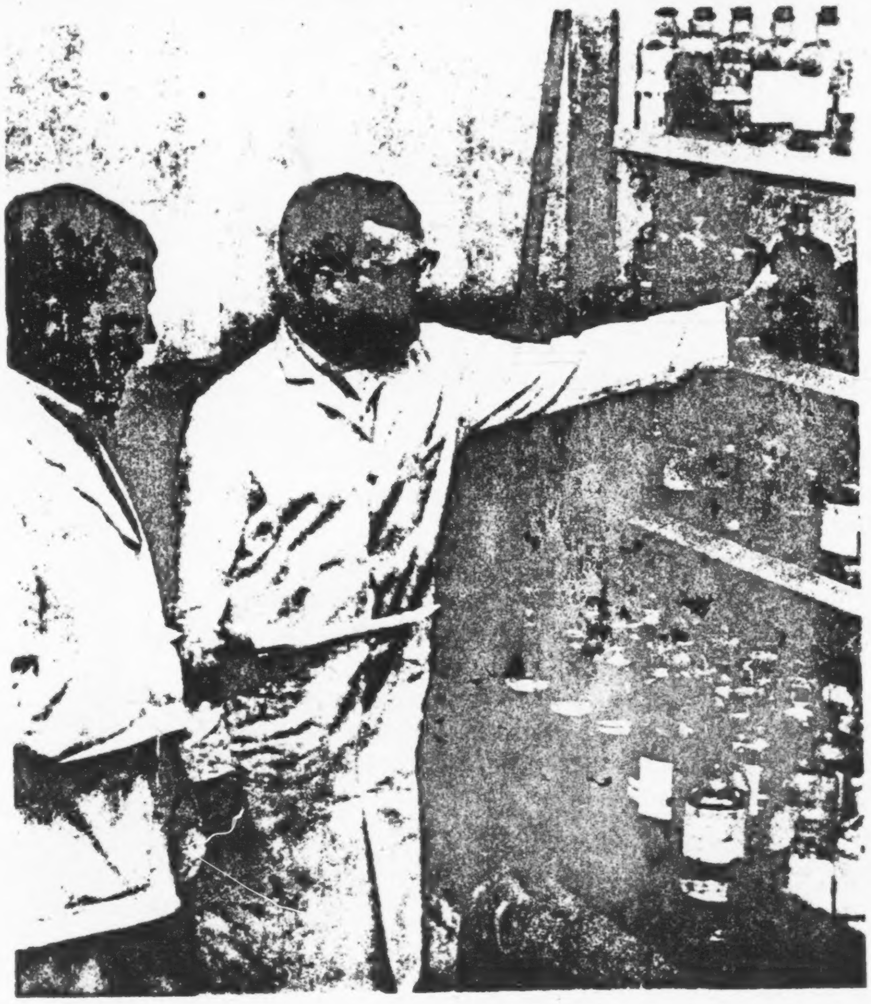
Food Service
- bus boys
- dishwashers
- short order cooks
- waiters
- waitresses

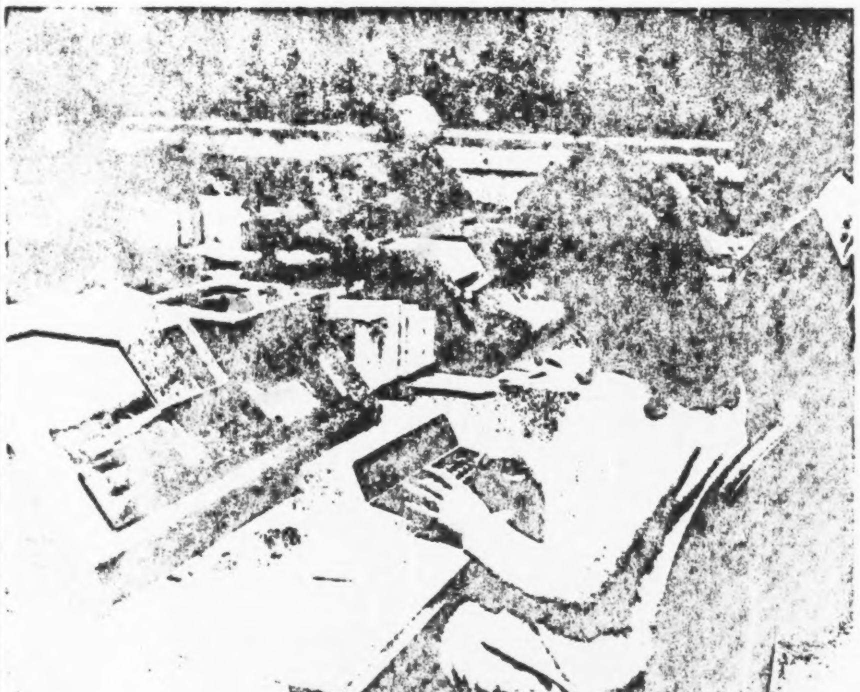
Labor
- construction sites
- plants
- service shops
- truck terminals
- warehouses

Child Care
- churches
- day care centers
- homes
- recreation centers
- women's clubs

Odd Jobs
- furniture movers
- gardeners
- home maintenance or repair men
- house cleaners

Recreation
- arts and crafts instructors
- dance instructors
- life guards
- music instructors
- sports leaders





WAGES

Wage rates are not fully controlled by the Student Employment Office. They vary according to the skills and experience required, the responsibilities involved, and the hours worked. Rates usually increase gradually with length of service and satisfactory performance. Hourly rates are quoted by the employer either in terms of cash or in exchange for room and/or meals. (Federal minimum rates apply on-campus and where appropriate off-campus.)

RESTRICTIONS

A first-quarter freshman is referred for employment only in an emergency and then for limited hours, mainly on weekends. This is to encourage full concentration on academic pursuits and adjustment to college life during the first few months.

A well-adjusted student in good standing may be referred for a job requiring not more than 20 hours a week if little transportation time is involved. Heavier time requirements must be approved by the student's adviser. A student with a low grade average which puts him in academic jeopardy will not be referred on daily jobs. The student will be advised to concentrate on study until his grades have improved.

Women living in dormitories or rooming houses may find late evening work impractical.

SUMMER EMPLOYMENT

Regular and summer-quarter students are eligible for assistance in job placement for the summer months. Summer jobs on campus and in the Columbus area are handled by the Student Employment Office in the same manner as jobs during the academic year.

Information on camp and resort jobs as well as other summer opportunities outside the Columbus area is available for study and reference at the Student Employment Office. On-campus interview schedules are arranged, normally during the Winter and Spring Quarters, for out-of-town employers seeking summer help. Campus visits of these employers are publicized in advance so that students may sign up for appointments.

A student interested in direct or commission sales will find information on such opportunities on file in the Student Employment Office library. While some students are highly successful in this type of work, others are bitterly disappointed.

ELIGIBILITY AND SERVICES

The services of the Student Employment Office are available to registered students and their spouses. A student's eligibility is established when he presents his fee card for the appropriate quarter and corrects his schedule information if it has become outdated. A student's wife who wants a full- or part-time position shows her husband's fee card to verify eligibility.

The service informs students of job opportunities on and off campus, interviews and screens applicants, refers qualified applicants to employers, keeps individual student employment records, and counsels students regarding employment.

This office does not assist in career placement for graduating students. Each college of the University maintains a placement office for this purpose.

PROCEDURES

Employers call or write the Student Employment Office, located in the Student Services Building, to report the need for student help. They summarize job descriptions, qualifications and hours required, duration of jobs, beginning dates, and wage rates. The essential facts except names of employers are then posted on the Employment Office bulletin board.

A student desiring help in finding employment files an application which indicates special skills, training, employment experience, course of study, class schedule, current academic grades, and need to work.

Interviewers screen job applicants on a first-come-first-served basis. After careful consideration of the job and the applicant, the interviewer refers the qualified student to the employer for interview and consideration. Student and employer report to the Student Employment Office the results of the interview for entry in the student's employment record. A student is individually notified of opportunities only when rare qualifications are specified.

A performance rating requested from the employer is entered in the student's employment record. The student is encouraged to report any unfair employment practices or improper working conditions. If the report is verified and the situation is not corrected, jobs from that employer will thereafter be refused.

The student's wife takes precedence after registered students in the filling of part-time jobs. She will find numerous full-time opportunities especially in the clerical and sales fields. Child care at home or away during the work-day hours is also often needed.

FILMED FROM BEST AVAILABLE COPY

Form 7366—Rev. 11/69

E13

THE OHIO STATE UNIVERSITY

Standardized Student Job Classification and Minimum Wage Rates

(Approved 11/69 By Cabinet)

Effective ~~January 1, 1970~~ DEC 2 8 1970

ADMINISTRATIVE

Job Title	*Brief Job Description*	*Minimum Hourly Rate*
Management Trainee	Performs management duties under supervision; independently responsible for specific duties or judgments during out-of-hours periods.	$2.00
Assistant to Manager	Performs detail functions under supervision of a manager.	$1.70
Office Supervisor	Supervises office functions or personnel under general direction.	$1.85
Crew Chief or Supervisor	Supervises the performance of team or crew in non-clerical situation.	$1.75
Recreation Leader	Supervises planned recreational program under general direction.	$1.60
Program Director	Plans and supervises social or recreational programs with only general guidance.	$1.85
Sports Official	Officiates or supervises intramural sports.	~~$1.55~~ 1.60

CLERICAL

Steno II	Takes Dict. @ 60 WPM; types @ 40 WPM; has had 6 months experience or equivalent.	$1.85
Steno III	Takes Dict. @ 80 WPM; types @ 50 WPM; has had one year experience or equivalent; composes simple correspondence; performs as secretarial trainee.	$2.00
Typist I	Types @ 40 WPM (card file and simple copy); alphabetizes and files.	$1.65
Typist II	Types @ 50 WPM with high accuracy; copies statistics and correspondence; files.	$1.75
Clerk I	Prepares mailings; alphabetizes and files; performs messenger and general office chores.	~~$1.50~~ 1.60
Clerk II	Does light typing with reasonable accuracy; keeps files without supervision.	$1.60
Statistical Clerk I/Bookkeeper	Performs simple computations; does manual and mechanical sorting; keeps simple records and accounts.	$1.75
Statistical Clerk II	Operates Key Punch; wires sorters; does Tab Listing; operates tab equipment and comptometer without supervision.	$1.95
Office Machine Operator	Uses various duplicators, comptometer, adding or other simple office machine; no typing.	$1.60

INSTRUCTIONAL

Faculty Aide	Grades papers; keeps records; arranges equipment and distributes materials.	$1.80
Projectionist	Operates tube or arc still or movie equipment; repairs film.	$1.80
Illustrator	Does freehand art or technical illustrations; designs covers for written materials.	$1.90
Draftsman	Does line drawing, lettering, charting and line tracing; makes blue prints.	$1.80
Editor or Abstractor	Edits written material for technical accuracy, composition and organization or briefs written material.	$1.90
Proof Reader	Checks written material against approved copy.	$1.65
Tutor	Teaches individual in specific subject matter in private sessions.	$2.85
Lab Assistant	Assists in classroom or lab demonstration and supervises equipment.	$1.65

RESEARCH

Research Assistant	Participates actively in research under general supervision. Duties involve evaluation and independent judgment.	$2.35
Lab Assistant I	Arranges, cleans or maintains research equipment.	~~$1.55~~ 1.60
Lab Assistant II	Uses research equipment; does tests or investigations under close supervision.	$1.70

RESEARCH—Continued

Job Title	*Brief Job Description*	*Minimum Hourly Rate*
Lab Technician	Designs, repairs, tests, or arranges lab equipment.	$1.85
Statistician	Records data; computes data or statistics; graphs or charts results of tests	$1.95
Translator	Translates, abstracts or briefs written material from foreign language to English or vice versa.	$2.85
Research Subject	Performs simple tasks or indicates natural reactions.	~~$1.45~~ 1.60

SECURITY & SERVICE

Watchman	Makes rounds; inspects or guards areas of responsibility and makes reports.	$1.65
Life Guard	Supervises unorganized swimming; rescues swimmers or prevents dangerous practices.	$1.65
Parking Attendant	Collects tolls; supervises parking; guards parking areas.	~~$1.55~~ 1.60
Bus Driver	Operates passenger vehicle for carrying organized groups or over specified routes.	$1.75
Switchboard Operator	Receives or routes telephone calls; supplies information.	~~$1.50~~ 1.60
Usher or Checkroom Attend.	Shows patrons to proper seating or checks and safeguards clothing	~~$1.50~~
Ticket Attendant	Sells, punches or takes tickets at admission functions.	~~$1.40~~
Receptionist I	Attends information desk; answers phone; takes messages; sorts mail.	~~$1.45~~
Receptionist II	Receives important visitors; supplies information; keeps records; directs visitors; determines and introduces visitors to proper contact.	$2.00

FOOD SERVICE

Cashier	Checks, charges and collects for food selected or consumed.	$1.60
Waiter or Waitress	Takes orders for and serves food and drink to tables.	~~$1.50~~ 1.60
Fountain or Counter Clerk	Prepares and/or serves food and drink over the counter.	~~$1.50~~ 1.60
Busboy, Counter Server, Checker, Dishwasher	Carries dishes; supplies food; serves from counter; checks meal cards; may collect cash; works in dishroom.	~~$1.45~~ 1.60
Kitchen Help	Assists with food preparation; washes kitchenware and equipment.	~~$1.45~~ 1.60

LIBRARY

Student Library Assistant I	Fills requests for books; reshelves books; performs routines requiring infrequent decisions.	~~$1.50~~ 1.60
Student Library Assistant II	Checks and verifies library orders and receipts; types forms and cards; makes frequent decisions.	$1.60

SALES & STOCK

Cashier	Collects cash or charge slips for merchandise; makes change; accounts for cash.	$1.70
Sales Clerk	Sells merchandise (other than prepared food) over the counter; may charge or collect cash.	$1.60
Stock Clerk	Stocks shelves; receives, stores and may account for bulk merchandise.	$1.60

MAINTENANCE

Carpenter	Does simple or rough woodworking, maintenance and repair.	$1.95
Electrician	Does simple inspection, maintenance and repair of lighting and power equipment.	$1.95
Painter	Does simple inside and outside painting and refinishing.	$1.95
Custodian	Does general cleaning and maintenance of working areas.	$1.65
Labor (Heavy)	Does heavy lifting and moving of equipment and supplies.	$1.80
Labor (Light)	Does light lifting of materials and equipment including gardening.	$1.65

Student Employment Office
210 Student Services Building
Phone 293-6812

Jan. 1, 1970

APPENDIX F

UNDERGRADUATE SURVEY

The Ohio State University

Status of Women Committee
Undergraduate Subcommittee Survey
Autumn 1970

College____

Department______________________________________

Title____

Name____

Telephone Number________________________________

I am ______________________________, calling in connection with a survey of faculty being done under the auspices of Vice President Moulton's office. Faculty members of your department are among the many that are being contacted. We would like your opinion on the make up or type of an undergraduate student in your department. Do you have about ten minutes to give us your opinions on these questions now, or is there a more convenient time that I can call back? (Time__________________________________)

Page One

1. What are the characteristics of the ideal undergraduate student on completion of your program?

- _____ academic accomplishment
  - _____ high point-hour overall
  - _____ high grades in major
- _____ independent thinking and initiative
- _____ strong background in other fields (a good liberal arts training)
- _____ extra-curricular activities
- _____ personality traits
  - _____ ability to cooperate with
    - _____ faculty
    - _____ peers
  - _____ leadership qualities
  - _____ outgoing, aggressive, extroverted
  - _____ self-sufficient
  - _____ self-motivated
  - _____ ability to verbalize ideas well

- _____ other:

2. What opportunities are available for students who receive a baccalaureate degree in your department?

_____ graduate school
_____ professional school
_____ education
_____ business
_____ industry
_____ government
_____ private research
_____ a related field
_____ other:

3. How available are these opportunities at this time?

_____ excellent, an urgent need

_____ very good, many positions available

_____ good, some positions available

_____ fair, positions available, but competition is a factor

_____ not good, area crowded, lack of opportunities except in a limited number of fields

_____ poor, field is a very crowded with BA's, acute lack of opportunities, few channels after BA open

4. Of these opportunities, are there some more suitable for women graduates than others?

_____ Yes _____ No

5. Would you recommend that a female enter your field of study?

_____ Yes   _____ No

Why?

(If Yes):

_____ they're needed
_____ good opportunities for employment
_____ women well-suited to field
_____ career that meshes well with a family
_____ gives her skills she can use even if she doesn't enter the profession
_____ other:

(If No):

_____ no job opportunities
_____ women are not well-suited to the profession
_____ not accepted in the profession
_____ none yet qualified
_____ women have a high drop-out rate
_____ other:

APPENDIX G

FROM ANNUAL REPORT OF CONTINUING EDUCATION AT O.S.U.

B. Objectives

The following objectives were set forth for continuing education programs at The Ohio State University and encompass both courses for credit for non-degree oriented adults as well as education programs without academic credit.

1. The primary objective is: To provide university-level continuing education programs tailored to the economic, social and cultural needs of society consistent with the overall objectives, resources and unique capabilities of the University.
2. More specific objectives are:
    a. To provide learning opportunities for which the University has special competence to those engaged in the various professional areas.
    b. To provide educational assistance to public officials, industrial, business, labor and other community leaders to help them to deal effectively with community related problems.
    c. To provide university-level educational assistance to specialized organizations, agencies and groups to help them to achieve their educational goals.
    d. To provide learning opportunities for adults who wish to further their personal development through university-level programs.
3. To achieve these objectives, the University strives:

a. To provide a climate and organizational framework which will facilitate the contribution of the faculty to the University continuing education program.

b. To provide a means through which The Ohio State University can cooperate with other State and private institutions of higher education within Ohio in continuing education programs.

c. To conduct research and development programs directed toward designing, testing and evaluating innovative approaches in the field of continuing education.

d. To serve as a laboratory and a mechanism for the identification of problems requiring research effort and to interpret these problems to appropriate personnel in the University.

e. To provide an opportunity for potential participants to contribute to the identification of continuing education program needs.

f. To develop an organizational structure which will provide for effective utilization of University continuing education resources and place the University in the position where it can attract funds for continuing education from both public and private sources in order to enhance the University's educational assistance to its various publics.

B. Continuing Education for Women

This program area was marked by a continuation of non-credit courses designed to attract the mature woman. Several of these courses were presented in the morning, which is a popular time for participation by mature women.

The staff of the Division of Continuing Education continued to provide an orientation program for mature students in cooperation with the Student Affairs area. "Coffee hours" were sponsored each quarter.

A major effort of this program area included the volunteer training. A one-day "Workshop for Volunteers" was held in February with over 200 women participating. Eighteen agencies cooperated in presenting this program.

The training program for volunteers working in elementary school libraries was held three times during the year. Over 100 volunteers participated in the training program and volunteered one-half day per week in an elementary school library. The evaluation of this program indicates there is excellent response and continued cooperation with the Columbus Public Schools is anticipated.

The seminar series designed to train volunteers to work with the Franklin County Court of Domestic Relations called "Friends in Action," involved three training programs conducted throughout the year.

APPENDIX H

QUESTIONNAIRE FOR GRADUATE SURVEY

H-1
Page One

OHIO STATE UNIVERSITY
STATUS OF WOMEN COMMITTEE
GRADUATE LEVEL SURVEY
AUTUMN 1970

College ____________________ Interviewer ____________________
Department ____________________ Date ____________________
Office Telephone ____________________ Follow up ____________________
Contact Person ____

Chairman of Graduate Committee: Telephone ____________________
Name: ____

PROFILE DATA

For the Year 1969-70

	Men	Women	Total
Number of Applicants:			
Number Accepted:			
Number Enrolled: (new)			

	Men	Women	Total
Number of Graduate Students			
Total Enrolled			
Masters Level			
Dostoral Level			
Part-Time			
Full-Time			

	Men	Women	Total
Number of Fellowship Holders			

Types of Fellowship and Number ____
____
____

	Men	Women	Total
Number of Teaching Assistants			
Number of Teaching Associates			

	Men	Women	Total
Number of Research Assistants			
Number of Research Associates			

Notes:

APPLICANTS

	Men	Women	Total
Number of Applicants:	______	______	______
Number Accepted:	______	______	______
Number Enrolled: (new)	______	______	______

What are your criteria for selecting a student for admission to graduate work?

__________ Point Hour Ratio __________ GRE Scores

__________ Recommendations

Are your criteria different for men and women?

__________ No

__________ Yes - Please explain

Are there any differences in the qualifications of the men and women who apply?

__________ Submit fewer applications

__________ Have lower averages

__________ Less prestigious or less complimentary recommendations

__________ Come from less prestigious colleges

RECRUITMENT

Do you recruit or advertise your department in any way?

__________ NO

__________ Yes - For what purpose?

How?

__________ Brochure mailed to various colleges

__________ Brochure mailed to individual graduating seniors in field

__________ Careers Day Visitation program in summer or weekend

To whom do you direct your advertisement?

__________ All colleges in Ohio

__________ Exclusively male colleges

__________ Exclusively female colleges

__________ Coeducational institutions

Page Four

FELLOWSHIPS

	Men	Women	Total
Number of Fellowship Holders			

Types of Fellowship and Number ______________________________

____

____

What percentage of the applicants are eligible for financial assistance?

__________ Total

__________ % of women applicants eligible

What criteria do you use for awarding fellowships?

__________ Point Hour Ratio __________ GRE Scores

__________ Recommendations

Are your criteria different for men and women?

__________ No

__________ Yes - Please explain

Are there any differences in the qualifications of men and women who apply?

__________ Point Hour Ratio __________ GRE Scores

__________ Recommendations

TEACHING ASSISTANTS

	Men	Women	Total
Number of Teaching Assistants			
Number of Teaching Associates			

What criteria do you use for awarding teaching assistantships?

__________ Point Hour Ratio __________ GRE Scores

__________ Recommendations

Are the criteria for selection different for men and women?

__________ No

__________ Yes - Please explain

Are ther any differences in the qualifications of the men and women who apply?

__________ Point Hour Ratio __________ GRE Scores

__________ Recommendations

How do you employ your teaching:

	Assistants		Associates	
Indicate number of:	Men	Women	Men	Women
In classroom alone:				
In classroom assisting prof. (grading, taking roll, etc.)				
In laborator service				

Page Six

RESEARCH ASSISTANTS

	Men	Women	Total
Number of Research Assistants	______	______	______
Number of Research Associates	______	______	______

What criteria do you use for awarding research assistantships?

__________ Point Hour Ratio __________ GRE Scores

__________ Recommendations

Are the criteria for selection different for men and women?

__________ No

__________ Yes - Please explain

Are there any differences in the qualifications of the men and women who apply?

__________ Point Hour Ratio __________ GRE Scores

__________ Recommendations

How do you employ your teaching:

Indicate Number of:	Assistants		Associates	
	Men	Women	Men	Women
In library research:	____	____	____	____
In projects leading to students' own thesis or publication:	____	____	____	____
Lab. research for prof:	____	____	____	____

APPENDIX I

RECOMMENDATION FOR AN O.S.U. OFFICE OF WOMEN'S AFFAIRS

Recommendation for an OSU Office of Women's Affairs

Purpose of the Office of Women's Affairs

The purpose of the Office of Women's Affairs is seen as being a visable means of achieving the following three goals:

1. Correction of the problems the individual woman faces at Ohio State University today.
2. Prevention of the problems in general that women at OSU could face in the future.
3. Development of the individual capabilities of women as functioning members of the University community and as persons.

Functions

1. Visibility

   To maintain high visibility in the University community making sure all who can do avail themselves of the programs.

2. Follow-up

   To coordinate efforts to enact the recommendations of the Commission on the status of women particularly those recommendations that are not delegated to existing university agencies.

3. Investigation and Research

   To initiate and coordinate research and program projects with other agencies of the University and community, and to initiate university-wide polls of faculty, staff, and students in order to collect information on perceived discrimination.

4. Referral

   To initially serve as an office of referral for appropriate advising and counseling of groups and individuals, e.g., individual allegations of unequal treatment to the Office of Affirmative Action or University ombudsman.

5. Consultations

To advise and serve as counsel for University and non-university individuals and agencies regarding problems of women.

6. Reference

To maintain contacts with similar programs in the country, to compile current information on governmental regulations and other educational materials concerning women, and to make these available.

Location in University Structure

It is recommended that the Office of Women's Affairs fall under the jurisdiction of the Vice President for Administrative Operations. We feel it is necessary to place the Office of Women's Affairs under Administrative Operations, because the scope and function of the office shall, as the foregoing functions suggest, exceed the specific areas of academic affairs or student affairs. Indeed, this office shall handle concerns of women staff, students, and faculty, that do not involve employment-related issues.

Internal Staffing and Structure

Staffing

The staff should include:

A DIRECTOR, female, hired on a full-time basis, who shall possess the necessary qualifications as indicated in the section above/below. This Director shall be responsible for the day-to-day and long-range operation of the office, as well as the development, in consultation with others as appropriate, of directions for action and programming and all the various functions of the Office of Women's Affairs as delineated in the section on functions.

She shall also supervise the employment and activity of personnel staffing the office. This supporting staff shall consist of:

On full-time secretary, to supervise clerical functioning and personnel.

Two part-time students to assist the secretary in clerical affairs, and to assist the Director and her designees in data collection.

Two full-time research/executive assistants to the Director, who shall have had prior experience in campus affairs. These assistants shall have responsibility for planning and executing the functions of the Office, in consultation with the Advisory Council and the Director. (The Director shall have ultimate responsibility). These assistants shall also perform the actual writing of reports, collection of data, structuring of assignments and executing, as is feasible, instructions of the Director.

In all procedures and programming, the Director and her staff shall have the benefit of the opinion and guidance of an ADVISORY COUNCIL, whose membership shall be determined by the Director. The Council should include representatives from WSGA, Panhallenic, Women's Liberation, Women's Dormitories, and also faculty, staff, counseling personnel, etc. The Chairman shall be the Director; the recording secretary shall be one of the staff members of the office. The two assistants to the Director shall also sit on the Council as ex-officio members.

Budgets

The following are preliminary suggestions for funding and annual salaries:

Director	$14,000
Full-time secretary	5,000
Two part-time students @ $2,500	5,000
Two full-time assistants @ $7,500	15,000
Office supplies for one year	1,000
Programming functions for one year	2,000

Specification for a Selection Committee

This committee should be comprised of representatives from the entire university community, that is, it should include both men and women, from all areas, i.e., faculty, administrative and professional personnel, civil service personnel, and students, undergraduate and graduate.

Qualifications for Director of the Office of Women's Affairs

1. The Director should be a woman who has been at the Ohio State University at least three years and has a good knowledge of the University structure and how it operates.
2. The Director should be a woman who can devote her full-time to the position.
3. Further qualifications concerning personal and educational characteristics necessary for the job will be determined by the selection committee.

Selection Procedures

1. Nominations will be accepted from the University community.
2. Each nominee will be contacted and, if interested, asked to submit a written resumé.
3. The resumés will be reviewed by the selection committee and finalists will be selected on the basis of their resumés. The finalists will be interviewed by the Commission.
4. A list of three names will be presented to the President of the University who will make the final decision.

ANALYSIS OF APPENDICES J, K AND L

PAGE

1. ANALYSIS OF APPENDICES J, K AND L J, K, L 1
2. EXPLANATION OF TABLES IN THE APPENDICES J, K, L 4

ANALYSIS OF APPENDICES J, K, L

Appendices J, K, L, contain information which relate to the areas of investigation covered by Task Force 3. Tables included show the head count, F.T.E., by rank and sex for nine and twelve month faculty appointments as well as data for administrative and professional staff, and civil service employees. These data are grouped by departments, and where applicable, within colleges. All data reflect average salaries by departments. Special contracts and wages are not included in this study. The salary data are based on that budgeted July 1970. The base data for these tables were obtained from the Office of University Budget.

Because of the wide range of job categories included in the administrative and professional, and civil service classifications, meaningful analysis of this salary data was not attempted.

No attempts were made to look at individual qualifications, degrees earned, length of service, or other professional attributes. These were assumed to be fairly comparable for both men and women within ranks.

Average faculty salary differences for departments having both men and women were compared. Those average salary differences greater than $720 by sex and within ranks were noted. This is twice the minimal dollar amount of $360 used for computing pay increment changes. Average salary differences within departments that were less than $720 were considered equal.

For nine month faculty at the professor level, ten department differences were noted. Nine favored men, none favored women and one showed comparable salaries. Among faculty at the associate professor level, fourteen department differences exceeding $720 were observed. Eight departmental average salary differences favored men, one favored women and the remaining five were essentially equal. At the level of assistant professor, nineteen departments were compared. Men received higher average salaries in nine departments, women received higher salaries in one. Nine departments were judged to be comparable. Of the thirteen departments at the instructor level, five were partial to men and the remaining eight were comparable. In all, fifty-six department comparisons were made. Men were paid higher average salaries in thirty-one of them and women in two. Twenty-three comparisons were essentially equal. Three Colleges, the College of Arts, the College of Humanities, and the College of Social and Behavioral Sciences, contributed most to these departmental salary discrepancies. University College reflected the most equitable salary distribution.

Among the twelve month faculty, the five average salary differences compared at the professor rank favored men. Seven of the nine departments at the associate professor level favored men, one favored women and one showed comparable figures. Of the eighteen comparisons at the assistant professor rank, eleven were in favor of men, four in favor of women and three were comparable. At the instructor level all six comparisons showed men were paid higher average salaries. Of the thirty-eight comparisons within rank for twelve month faculty, men received the salary advantage in twenty-nine and women received higher salaries in five. Of all average salary differences for both nine and twelve month faculty, 64% were partial to men, 7% favored women, and 29% were judged equal.

The data were also analyzed to identify those departments where an average salary difference in the amount of $3,000 or more existed. This figure has been reported in national studies as a common salary difference for men and women in various fields. Among the nine month faculty there were six departments, four at the professor rank and one each at the assistant professor and instructor levels, where average salaries exceeded this amount. In each case this difference favored men. Among twelve month faculty, there were fourteen instances where salary differences between men and women were equal to or exceeded $3,000. One was at the professor level, five at the associate professor level, six at the assistant professor rank and two at the instructor level. All favored men. In summary, for twenty within departmental comparisons women were paid lower salary in every instance. The professional schools contributed substantially to these discrepancies.

From this analysis, one might assume one or more of the following explanations for the above salary discrepancies: women do not negotiate for salaries as well as men; women are less qualified than men within each rank; women have not held faculty rank as long as men; or women are discriminated against at this University.

EXPLANATION OF TABLES

In order to grasp an understanding of the tables presented in the appendices, two definitions are necessary:

1. F.T.E. - This acronym refers to a FULL-TIME EQUIVALENT employee. That is, the equivalent of one employee who has been engaged to work for what his classification of employment is considered to be a full-time schedule. This term can be used to account for split appointments as well as single appointments. For example, a person may be employed half-time as a professor of Mechanical Engineering and half-time as an administrator in that department. He would be considered as 0.5 F.T.E's in each position.

2. AVERAGE SALARIES - This term refers to "weighted" average salaries for a department, a college or the university. For example suppose that we wish to find the average salary for a professor in the department of chemistry and we have the following data:

F.T.E.'s	Salary
1.0	$15,000
0.5	$20,000
1.0	$21,000
0.75	$18,000

The calculation would be:

$$\text{"Weighted" Average Salary} = \frac{(1.0 \text{ X } 15000)+(0.5 \text{ X } 20000)+(1.0 \text{ X } 21000)+(0.75 \text{ X } 18000)}{1.0 + 0.5 + 1.0 + 0.75} = \$18,308$$

Based on these definitions, department, college and university summaries of total F.T.E.'s and average salaries were compiled and presented in three tables. These tables were:

1.)	9 Month Faculty -	Professors, associate professors assistant professors and instructors
2.)	12 Month Faculty -	Professors, associate professors, assistant professors and instructors
3.)	OSU Personnel -	9 month faculty, 12 month faculty, administrative and professional, and civil service.

All of the information contained in these tables was calculated from base data which was supplied by Mrs. Judith Washburn and the staff of University Budget.

A sample sheet which follows gives an example of the tables with certain aspects noted. All three tables are similar and thus, only one sample sheet is included.

COLLEGE OF THE ARTS
SUMMARY OF AVERAGE SALARY AND F.T.E. FOR O.S.U. PERSONNEL

		9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
Dept. No.	Department Name	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
		1.		2.		3.															
0200	Arts Administration	0.0	0.0				0.0	0.0				3.0	3.0	20008	8024	12064	0.0	4.0		5158	
0215	Division of Art	23.0	2.0	12764	11052	1712	0.0	0.0				1.0	0.0	6696			0.0	3.0		4978	
0225	Art Education	4.0	1.0	12437	7968	4469	0.0	0.0				0.0	0.0				0.0	3.0		5505	
0230	Design	5.0	1.0	13865	11208	2657	[illegible]	[illegible]				0.0	0.0				0.0	1.0		6240	
0235	History of Art	9.0	4.0	13048	9228	3820	0.0	0.0				0.0	1.0		9528		0.0	3.0		5297	
0241	Dance	3.0	6.45	8344	11319	(2975)	0.0	0.0				[illegible]	0.0				0.0	4.0		4482	
0262	Music, School of	44.35	11.0	12989	11044	1945	2.0	0.0	17610			2.0	[illegible]	[illegible]	5610	8142	0.0	4.0		5387	
0280	Theatre	9.0	0.0	13190			1.0	0.0	14088			[illegible]	1.0		6336		0.0	1.0		6801	
4. 02XX	College of the Arts	97.35	25.45	12854	10114	2740	3.0	0.0	[illegible]			6.0	7.0	15704	7308	8396	0.0	23.0		5238	
5.	Men and Women	88.35	25.45/6 8	12803	10114	2689	0.0	0.0/0				[illegible]	5.0/2	17506	7058	10448	0.0	0.0/0			
6.	Men Only	9.0	0.0/1	13190			3.0	0.0/2	16436			[illegible]	0.0/1	6696			0.0	0.0/0			
7.	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	2.0/2		7932		0.0	23.0/8		5238	

SAMPLE SHEET

J, K, L - 6

NOTES ON SAMPLE SHEET:

1 Total F.T.E.'s for a department. One category is for male employees and one for female employees.

2 Weighted average salaries for a department.

3 The difference between the male and female average salaries.

4 Total college summary.

5 A college summary of all departments having both men and women employees.

6 A college summary of all departments having men employees only.

7 A college summary of all departments having women employees only.

8 The number of departments in the college falling in that category.

APPENDIX J

UNIVERSITY PERSONNEL COUNT

PAGE

1. HEAD COUNTS FOR UNIVERSITY J-1
2. HEAD COUNTS FOR FACULTY J-2
3. F.T.E. COUNTS FOR UNIVERSITY J-5
4. F.T.E. COUNTS FOR FACULTY J-6

HEADCOUNT FOR FACULTY, ADMINISTRATIVE & PROFESSIONAL STAFF AND CIVIL SERVICE EMPLOYEES
BY COLLEGE
BY SEX WITH % WOMEN

Coll. No.	College Name	FACULTY 9 Month				12 Month				Total Faculty				Administrative & Professional				Civil Service				Staff			
		M	W	T	%W	M	W	T	%W	M	W	T	%W	M	W	T	%W	M	W	T	%W	M	W	T	%W
01XX	Arts & Sciences	-	-	-	-	-	-	-	-	-	-	-	-	6	16	22	35	0	14	14	100	6	30	36	38
02XX	Arts	102	27	129	21	4	0	4	0	106	27	133	20	6	7	13	54	0	23	23	100	112	57	173	33
03XX	Biological Sciences	29	1	30	3	66	3	69	4	95	4	99	4	24	12	36	33	3	24	27	89	122	40	162	25
05XX	Humanities	180	41	221	19	6	1	7	14	186	42	228	18	4	2	6	33	1	26	27	96	191	70	261	27
06XX	Math & Phys. Sciences	175	4	179	2	19	0	19	0	194	4	198	2	58	15	73	21	4	42	46	91	256	61	317	19
07XX	Social & Behav. Sciences	164	13	177	7	17	0	17	0	181	13	194	7	5	7	12	58	0	50	50	100	186	70	256	27
09XX	University College	67	20	87	23	1	0	1	0	68	20	88	23	28	4	32	13	30	48	78	62	126	72	198	36
10XX	Administrative Sciences	77	6	83	7	28	4	32	13	105	10	115	9	18	14	32	44	0	61	61	100	123	85	208	41
11XX	Agriculture & Home Ec.	0	21	21	100	166	30	196	15	166	51	217	24	79	28	107	26	12	92	104	88	257	171	428	40
12XX	Education	121	45	166	27	23	2	25	8	144	47	191	25	31	17	48	35	5	100	105	95	180	164	344	48
14XX	Engineering	135	1	136	1	89	0	89	0	224	1	225	4	82	21	103	20	52	81	133	61	358	103	461	22
18XX	Pharmacy	0	0	0	0	27	5	32	16	27	5	32	16	3	1	4	25	4	7	11	64	34	13	47	28
21XX	Dentistry	50	4	54	7	53	2	55	4	103	6	109	6	8	9	17	53	12	54	66	82	123	69	192	36
23XX	Law	19	1	20	5	3	0	3	0	22	1	23	4	4	5	9	56	1	20	21	95	27	26	53	49
25XX	Medicine	2	5	7	71	395	125	520	24	397	130	527	25	111	107	218	49	7	142	149	95	515	379	894	42
27XX	Optometry	9	1	10	10	9	0	9	0	18	1	19	5	3	0	3	0	0	7	7	100	21	8	29	28
29XX	Veterinary Medicine	0	1	1	100	71	2	73	3	71	3	74	4	36	18	54	33	16	36	52	69	123	57	180	32
30XX	Graduate School	-	-	-	-	-	-	-	-	-	-	-	-	8	9	17	53	2	15	17	88	10	24	34	71
40XX	Board of Trustees	-	-	-	-	-	-	-	-	-	-	-	-	21	9	30	30	0	2	2	100	21	11	32	34
41XX	Office of the President	-	-	-	-	-	-	-	-	-	-	-	-	3	4	7	57	-	-	-	-	3	4	7	57
42XX	Div. of Academic Affairs	0	0	0	0	1	0	1	0	1	0	1	0	328	201	529	38	25	121	146	83	354	322	676	48
43XX	Div. of Business & Finance	-	-	-	-	-	-	-	-	-	-	-	-	77	5	82	6	795	179	974	18	872	184	1056	17
44XX	Div. of Educational Services	1	0	1	0	32	62	94	66	33	62	95	65	96	17	113	15	17	181	198	91	146	260	406	64
45XX	Div. of Student Affairs	-	-	-	-	-	-	-	-	-	-	-	-	71	32	103	31	6	208	214	97	77	240	317	76
48XX	Div. of University Develop.	-	-	-	-	-	-	-	-	-	-	-	-	11	10	21	48	0	7	7	100	11	17	28	61
49XX	Budget & Admin. Research	-	-	-	-	-	-	-	-	-	-	-	-	31	22	53	42	24	55	79	70	55	77	132	58
50XX	Div. of Admin. Operations	-	-	-	-	-	-	-	-	-	-	-	-	7	1	8	13	1	2	3	67	8	3	11	27
51XX	University Services	-	-	-	-	-	-	-	-	-	-	-	-	50	4	54	7	65	28	93	30	115	32	147	22
52XX	Residence & Dining Halls	-	-	-	-	-	-	-	-	-	-	-	-	21	26	47	55	68	63	131	48	89	89	178	50
53XX	Other Living & Dining Fac.	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	67	0	3	3	100	1	5	6	83
54XX	Other Aux. Enterprises	2	0	2	0	2	0	2	0	4	0	4	0	78	11	89	12	49	52	101	51	131	63	194	32
55XX	Cooperative Extension	0	0	0	0	330	102	432	24	330	102	432	24	7	6	13	46	7	88	95	93	344	196	540	36
60XX	University Hospital	-	-	-	-	-	-	-	-	-	-	-	-	133	134	267	50	-	-	-	-	133	134	267	50
91XX	Olentangy River Dorms	-	-	-	-	-	-	-	-	-	-	-	-	8	4	12	33	15	7	22	32	23	11	34	32
	TOTAL	1133	191	1324	14	1342	338	1680	20	2475	529	3004	18	1457	780	2237	35	1221	1838	3059	60	5157	3147	8304	38

HEAD COUNT FOR FACULTY: 9 MONTH, 12 MONTH, TOTAL
BY COLLEGE - BY RANK
BY SEX WITH % WOMEN

College No.	College Name		Chairmen		Professor		Associate Professor		Assistant Professor		Instructor		Total Faculty	
			Total	% Women	Total	% Women	Total	% Women	Total	% Women	Total	% Women	Total	% Women
02XX	Arts	9 mo.	5	20%	33	6%	34	24%	30	33%	27	22%	129	21%
		12 mo.	1	0%	1	0%	0	0%	2	0%		0%	4	0%
		Total	6	17%	34	6%	34	24%	32	31%	27	22%	133	21%
03XX	Biological Sciences	9 mo.	-	0%	16	0%	6	0%	7	14%	1	0%	30	3%
		12 mo.	6	0%	30	0%	17	0%	14	7%	2	100%	69	4%
		Total	6	0%	46	0%	23	0%	21	10%	3	67%	99	4%
05XX	Humanities	9 mo.	9	22%	51	8%	48	17%	66	23%	47	25%	221	19%
		12 mo.	-	0%	3	0%	1	0%	2	50%	1	0%	7	14%
		Total	9	22%	54	7%	49	16%	68	24%	48	25%	228	18%
06XX	Mathematics and Physical Sciences	9 mo.	5	0%	71	0%	52	4%	49	2%	2	50%	179	2%
		12 mo.	1	0%	9	0%	1	0%	6	0%	2	0%	19	0%
		Total	6	0%	80	0%	53	4%	55	2%	4	25%	198	1%
07XX	Social and Behavioral Sciences	9 mo.	5	0%	61	7%	36	11%	64	5%	11	18%	177	7%
		12 mo.	3	0%	5	0%	5	0%	1	0%	2	0%	17	0%
		Total	8	0%	67	6%	41	10%	65	5%	13	15%	194	6%
09XX	University College	9 mo.	-	0%	2	0%	5	0%	29	21%	51	27%	87	23%
		12 mo.	-	0%	-	0%	-	0%	-	0%	1	0%	1	0%
		Total	-	0%	2	0%	5	0%	29	21%	52	27%	88	23%
10XX	Administrative Sciences	9 mo.	2	0%	32	0%	35	9%	14	21%	-	0%	83	7%
		12 mo.	4	0%	10	0%	6	33%	7	20%	5	20%	32	13%
		Total	6	0%	42	0%	41	12%	21	21%	5	20%	115	9%

(continued)

HEAD COUNT FOR FACULTY: 9 MONTH, 12 MONTH, TOTAL
BY COLLEGE - BY RANK
BY SEX WITH % WOMEN

College No.	College Name		Chairmen		Professor		Associate Professor		Assistant Professor		Instructor		Total Faculty	
			Total	% Women	Total	% Women	Total	% Women	Total	% Women	Total	% Women	Total	% Women
11XX	Agriculture and Home Economics	9 mo.	-	0%	2	100%	8	100%	8	100%	3.	100%	21	100%
		12 mo	11	9%	108	10%	39	15%	30	23%	8	63%	196	15%
		Total	11	9%	110	12%	47	30%	38	40%	11	73%	217	24%
12XX	Education	9 mo.	2	50%	70	14%	40	30%	32	34%	22	50%	166	27%
		12 mo.	1	0%	6	0%	6	17%	5	20%	7	0%	25	8%
		Total	3	33%	76	13%	46	28%	37	32%	29	38%	191	25%
14XX	Engineering	9 mo.	3	0%	66	0%	39	0%	25	4%	3	0%	136	1%
		12 mo.	12	0%	28	0%	27	0%	17	0%	5	0%	89	0%
		Total	15	0%	94	0%	66	0%	42	2%	8	0%	225	0%
18XX	Pharmacy	9 mo.	-	0%	-	0%	-	0%	-	0%	-	0%	-	0%
		12 mo.	-	0%	8	0%	9	0%	7	29%	8	38%	32	16%
		Total	-	0%	8	0%	9	0%	7	29%	8	38%	32	16%
21XX	Dentistry	9 mo.	-	0%	2	0%	6	0%	31	3%	15	20%	54	7%
		12 mo.	-	0%	18	11%	15	0%	11	0%	10	0%	55	4%
		Total	-	0%	20	10%	21	0%	42	2%	25	12%	109	6%
23XX	Law	9 mo.	-	0%	18	6%	1	0%	1	0%	-	0%	20	5%
		12 mo.	-	0%	2	0%	1	0%	-	0%	-	0%	3	0%
		Total	-	0%	20	5%	2	0%	1	0%	-	0%	23	4%
25XX	Medicine	9 mo.	-	0%	2	100%		0%	3	33%	2	100%	7	71%
		12 mo.	21	5%	101	7%	151	19%	157	27%	90	51%	520	24%
		Total	21	5%	103	9%	151	19%	160	28%	92	52%	527	25%
27XX	Optometry	9 mo.	-	0%	2	0%	-	0%	3	0%	5	20%	10	10%
		12 mo.	-	0%	-	0%	2	0%	3	0%	3	0%	9	0%
		Total	-	0%	2	0%	2	0%	6	0%	8	13%	19	5%

(continued)

HEAD COUNT FOR FACULTY: 9 MONTH, 12 MONTH, TOTAL
BY COLLEGE - BY RANK
BY SEX WITH % WOMEN

College No.	College Name		Chairmen Total	Chairmen % Women	Professor Total	Professor % Wom.	Associate Professor Total	Associate Professor % Women	Assistant Professor Total	Assistant Professor % Women	Instructor Total	Instructor % Wom.	Total Faculty Total	Total Faculty % Women
29XX	Veterinary Medicine													
		9 mo.	-	0%	-	0%	-	0%	-	0%	1	100%	1	100%
		12 mo.	5	0%	28	0%	15	7%	17	6%	8	0%	73	3%
		Total	5	0%	28	0%	15	7%	17	6%	9	11%	74	4%
42XX	Division of Academic Affairs	9 mo.	-	-	-	-	-	-	-	-	1	0%	-	0%
		12 mo.	-	-	-	-	-	-	-	-	-	0%	1	0%
		Total	-	-	-	-	-	-	-	-	1	0%	1	0%
44XX	Library	9 mo.	1	0%	-	0%	-	0%	-	0%	-	0%	1	0%
		12 mo.	1	0%	4	50%	4	100%	32	69%	53	64%	94	66%
		Total	2	0%	4	50%	4	100%	32	69%	53	64%	95	66%
54XX	Auxilliary	9 mo.	-	0%	-	0%	-	0%	-	0%	2	0%	2	0%
		12 mo.	-	0%	1	0%	-	0%	1	0%	-	0%	2	0%
		Total	-	0%	1	0%	-	0%	1	0%	2	0%	4	0%
55XX	Cooperative-Extension	9 mo.	-	0%	-	0%	-	0%	-	0%	-	0%	-	0%
		12 mo.	-	0%	66	6%	47	17%	77	12%	242	33%	432	24%
		Total	-	0%	66	6%	47	17%	77	12%	242	33%	432	24%
	Grand Total	9 mo.	32	13%	428	6%	310	15%	362	17%	193	29%	1324	14%
		12 mo.	68	3%	429	6%	346	14%	389	23%	447	3%	1680	23%
		Total	100	6%	857	6%	656	14%	751	20%	640	36%	3004	19%

F.T.E. FOR FACULTY, ADMINISTRATIVE & PROFESSIONAL STAFF, CIVIL SERVICE EMPLOYEES
BY COLLEGE
BY SEX WITH % WOMEN

		Faculty 9 Month Total	Faculty 9 Month % Women	Faculty 12 Month Total	Faculty 12 Month % Women	Faculty Total Total	Faculty Total % Women	Administrative & Professional Total	Administrative & Professional % Women	Civil Service Total	Civil Service % Women	Grand Total Total	Grand Total % Women
01XX	Arts & Sciences							21.0	72%	14.0	100%	35.8	83%
02XX	Arts	127.80	21%	4.0	0%	131.8	20%	13.0	54%	23.0	100%	167.8	34%
03XX	Biological Sciences	30.0	3%	60.95	5%	90.95	4%	34.8	34%	26.5	89%	152.25	26%
05XX	Humanities	219.15	18%	7.0	14%	226.15	18%	6.0	33%	27.0	94%	259.15	27%
06XX	Math & Phys. Sciences	177.9	2%	16.5	0%	194.4	2%	68.55	20%	43.75	91%	306.7	19%
07XX	Social & Behav. Sciences	173.6	7%	14.95	0%	188.55	7%	12.0	58%	49.25	100%	249.8	28%
09XX	University College	87.0	23%	1.0	0%	88.0	23%	32.0	13%	77.5	61%	197.5	36%
10XX	Administrative Sciences	76.8	8%	24.3	16%	101.1	10%	31.5	44%	59.35	100%	191.95	43%
11XX	Agriculture & Home Ec.	17.3	100%	103.9	18%	121.20	30%	82.0	28%	92.25	88%	295.45	40%
12XX	Education	157.65	28%	21.0	10%	178.65	26%	47.5	36%	101.5	95%	327.65	49%
14XX	Engineering	134.75	1%	86.85	0%	221.60	0%	98.35	20%	131.15	60%	451.1	22%
18XX	Pharmacy	0	0%	24.95	11%	24.95	11%	3.25	8%	10.5	67%	38.7	26%
21XX	Dentistry	27.95	14%	47.7	4%	75.65	8%	15.5	48%	66.0	82%	157.15	43%
23XX	Law	20.0	5%	2.35	0%	22.35	4%	9.0	55%	21.0	95%	52.35	50%
25XX	Medicine	5.2	85%	366.5	29%	371.70	30%	185.65	51%	143.25	95%	341.90	49%
27XX	Optometry	6.2	16%	8.3	0%	14.5	7%	3.0	0%	6.5	100%	24.0	31%
29XX	Veterinary Medicine	1.0	100%	56.55	4%	57.55	5%	51.35	35%	52.0	69%	160.9	35%
30XX	Graduate School							15.75	56%	15.75	87%	31.5	71%
40XX	Board of Trustees							29.25	31%	2.0	100%	31.25	35%
41XX	Office of the President							7.0	57%			7.0	57%
42XX	Div. of Academic Affairs							482.5	39%	138.85	82%	121.45	49%
43XX	Div. of Business & Finance			0.1		0.1		80.7	6%	973.7	18%	1054.4	17%
44XX	Div. of Educations Services	.9	0%	89.0	64%	89.9	63%	113.5	17%	191.0	91%	394.4	64%
45XX	Div. of Student Affairs							96.8	30%	210.45	97%	307.25	76%
4210	Off. of Research & Sponsored Prog.												
48XX	University Development							21.0	48%	7.0	100%	28.0	61%
49XX	Div. of Univ. Bud. & Admin. Res. & Sys.							50.4	41%	78.25	69%	128.65	58%
50XX	Div. of Admin. Operations							7.75	13%	3.0	67%	10.75	28%
51XX	University Services							54.0	7%	93.0	30%	147.0	22%
52XX	Residence & Dining Halls							46.5	55%	131.0	48%	177.5	50%
53XX	Other Living & Dining Facilities							3.0	67%	3.0	100%	6.0	83%
54XX	Other Auxiliary Enterprises	1.0	0%	.75	0%	1.75	0%	83.7	13%	101.0	51%	186.45	34%
55XX	Cooperative Extension	0	0%	393.0	26%	393.0	26%	11.85	41%	91.25	93%	496.1	38%
60XX	University Hospital							250.4	51%			250.4	51%
91XX	Olentangy River Dorms							11.5	35%	22.0	32%	33.5	33%
Total		1264.2	14.5%	1329.65	22.5%	2593.85	18.6%	2080.85	35.2%	3005.75	59.4%	7680.45	39.1%

J-5

F.T.E. FACULTY; 9 MONTH, 12 MONTH, TOTAL
BY COLLEGE - BY RANK
BY SEX WITH % WOMEN

College No.	College Name		Chairmen Total	Chairmen % Women	Professor Total	Professor % Women	Associate Professor Total	Associate Professor % Women	Assistant Professor Total	Assistant Professor % Women	Instructor Total	Instructor % Women	Total Faculty Total	Total Faculty % Women
02XX	Arts	9 mo.	5.0	20%	33.0	6%	34.0	24%	28.80	33%	27.0	22%	127.80	21%
		12 mo.	1.0	0%	1.0	0%	.0	0%	2.0	0%	.0	0%	4.0	0%
		Total	6.0	17%	34.0	59%	34.0	24%	30.80	31%	27.0	22%	131.80	20%
03XX	Biological Sciences	9 mo.	.0	0%	16.0	0%	6.0	0%	7.0	14%	1.0	0%	30.0	3%
		12 mo.	6.0	0%	24.0	0%	15.75	0%	13.2	8%	2.0	100%	60.95	5%
		Total	6.0	0%	40.0	0%	21.75	0%	20.2	10%	3.0	67%	90.95	4%
05XX	Humanities	9mo.	9.0	22%	51.0	8%	47.5	16%	66.0	23%	45.65	26%	219.15	18%
		12 mo.	.0	0%	3.0	0%	1.0	0%	2.0	50%	1.0	0%	7.0	14%
		Total	9.0	22%	54.0	7%	48.5	15%	68.0	24%	46.65	25%	226.15	18%
06XX	Mathematics and Physical Sciences	9 mo.	5.0	0%	71.0	0%	50.9	4%	49.0	2%	2.0	50%	177.9	2%
		12 mo.	1.0	0%	7.85	0%	.25	0%	5.4	0%	2.0	0%	16.5	0%
		Total	6.0	0%	78.85	0%	51.15	4%	54.4	2%	4.0	25%	194.4	2%
07XX	Social and Behavioral Sciences	9 mo.	5.0	0%	60.0	7%	34.9	11%	62.7	5%	9.0	22%	173.6	7%
		12 mo.	3.0	0%	4.75	0%	5.0	0%	1.0	0%	1.0	0%	14.95	0%
		Total	8.0	0%	64.75	6%	39.9	10%	63.7	5%	10.0	20%	188.55	7%
09XX	University College	9 mo.	.0	0%	2.0	0%	5.0	0%	29.0	21%	51.0	20%	87.0	23%
		12 mo.	.0	0%	.0	0%	.0	0%	.0	0%	1.0	0%	1.0	0%
		Total	.0	0%	2.0	0%	5.0	0%	29.0	21%	52.0	27%	88.0	23%
10XX	Administrative Sciences	9 mo.	1.0	0%	28.1	0%	33.7	9%	14.0	21%	.0	0%	76.8	6%
		12 mo.	4.0	0%	3.75	0%	5.15	39%	6.4	16%	5.0	20%	24.3	16%
		Total	5.0	0%	31.85	0%	38.85	13%	20.4	20%	5.0	20%	101.1	10%

(continued)

F.T.E. FACULTY; 9 MONTH, 12 MONTH, TOTAL
BY COLLEGE - BY RANK
BY SEX WITH % WOMEN

College No.	College Name		Chairmen		Professor		Associate Professor		Assistant Professor		Instructor		Total Faculty	
			Total	% Women	Total	% Women	Total	% Women	Total	% Women	Total	% Women	Total	% Women
11XX	Agriculture and Home Economics	9 mo.	.0	0%	2.0	100%	6.8	100%	5.5	100%	3.0	100%	17.3	100%
		12 mo.	6.8	10%	55.35	10%	19.2	18%	17.45	28%	5.1	78%	103.90	18%
		Total	6.8	10%	57.35	13%	26.0	40%	22.95	45%	8.1	86%	121.20	30%
12XX	Education	9 mo.	2.0	50%	66.0	14%	39.5	30%	30.65	36%	19.50	55%	157.65	28%
		12 mo.	1.0	0%	4.0	0%	5.0	20%	4.0	25%	7.0	0%	21.0	10%
		Total	3.0	33%	70.0	13%	44.5	29%	34.65	35%	26.50	40%	178.65	26%
14XX	Engineering	9 mo.	3.0	0%	65.75	0%	38.5	0%	23.5	4%	3.0	0%	134.75	1%
		12 mo.	11.75	0%	27.5	0%	26.1	0%	16.5	0%	5.0	0%	86.85	0%
		Total	14.75	0%	93.25	0%	64.6	0%	41.0	3%	8.0	0%	221.60	0%
18XX	Pharmacy	9 mo.	.0	0%	.0	0%	.0	0%	.0	0%	.0	0%	.0	0%
		12 mo.	.0	0%	7.75	0%	8.35	0%	6.5	31%	2.35	32%	24.95	11%
		Total	.0	0%	7.75	0%	8.35	0%	6.5	31%	2.35	32%	24.95	11%
21XX	Dentistry	9 mo.	.0	0%	1.5	0%	3.35	0%	14.1	7%	9.0	33%	27.95	14%
		12 mo.	.0	0%	17.85	11%	13.0	0%	9.35	0%	7.5	0%	47.70	4%
		Total	.0	0%	19.35	10%	16.35	0%	23.45	4%	16.5	18%	75.65	8%
23XX	Law	9 mo.	.0	0%	18.0	6%	1.0	0%	1.0	0%	.0	0%	20.0	5%
		12 mo.	.0	0%	2.0	0%	.35	0%	.0	0%	.0	0%	2.35	0%
		Total	.0	0%	20.0	5%	1.35	0%	1.0	0%	.0	0%	22.35	4%
25XX	Medicine	9 mo.	.0	0%	2.0	100%	.0	0%	1.2	42%	2.0	100%	5.2	85%
		12 mo.	18.8	5%	71.35	8%	103.15	24%	104.55	33%	68.65	59%	366.5	29%
		Total	18.8	5%	73.35	11%	103.15	24%	105.75	33%	70.65	60%	371.8	30%
27XX	Optometry	9 mo.	.0	0%	2.0	0%	.0	0%	.85	0%	3.35	30%	6.2	16%
		12 mo.	1.0	0%	.0	0%	2.0	0%	2.3	0%	3.0	0%	8.3	0%
		Total	1.0	0%	2.0	0%	2.0	0%	3.15	0%	6.35	16%	14.5	7%

(Continued)

F.T.E. FACULTY; 9 MONTH, 12 MONTH, TOTAL
BY COLLEGE - BY RANK
BY SEX WITH % WOMEN

College No.	College Name		Chairmen		Professor		Associate Professor		Assistant Professor		Instructor		Total Faculty	
			Total	% Women	Total	% Women	Total	% Women	Total	% Women	Total	% Wom.	Total	% Women
29XX	Veterinary Medicine													
		9 mo.	.0	0%	.0	0%	.0	0%	.0	0%	1.0	100%	1.0	100%
		12 mo.	3.0	0%	22.65	0%	12.35	8%	11.35	9%	7.2	0%	56.55	4%
		Total	3.0	0%	22.65	0%	12.35	8%	11.35	9%	8.2	%	57.65	5%
42XX	Academic Affairs													
		9 mo.	.0	0%	.0	0%	.0	0%	.0	0%	.0	0%	.0	0%
		12 mo.	.0	0%	.0	0%	.0	0%	.0	0%	.1	0%	.0	0%
		Total	.0	0%	.0	0%	.0	0%	.0	0%	.1	0%	.0	0%
44XX	Library													
		9 mo.	.9	0%	.0	50%	.0	0%	.0	0%	.0	0%	.9	0%
		12 mo.	1.0	0%	4.0	50%	4.0	100%	29.6	66%	50.4	62%	89.0	64%
		Total	1.9	0%	4.0	50%	4.0	100%	29.6	66%	50.4	62%	89.9	63%
54XX	Athletics													
		9 mo.	.0	0%	.0	0%	.0	0%	.0	0%	1.0	0%	1.0	0%
		12 mo.	.0	0%	.0	0%	.0	0%	.0	0%	.0	0%	.0	0%
		Total	.0	0%	.0	0%	.0	0%	.0	0%	1.0	0%	1.0	0%
54XX	Meats Laboratory													
		9 mo.	.0	0%	.0	0%	.0	0%	.0	0%	.0	0%	.0	0%
		12 mo.	.0	0%	.25	0%	.0	0%	.50	0%	.0	0%	.75	0%
		Total	.0	0%	.25	0%	.0	0%	.50	0%	.0	0%	.75	0%
55XX	Cooperative-Extension													
		9 mo.	.0	0%	.0	0%	.0	0%	.0	0%	.0	0%	.0	0%
		12 mo.	.0	0%	39.5	8%	41.15	18%	72.60	12%	239.75	34%	393.00	26%
		Total	.0	0%	39.5	8%	41.14	18%	72.60	12%	239.75	34%	393.00	26%
	Total University	9 mo.	30.9	13%	418.35	6%	301.2	14%	334.2	17%	179.50	31%	1264.20	15%
		12 mo.	58.35	3%	296.5	6%	261.8	17%	304.8	24%	408.10	39%	1329.65	23%
		Total	89.25	4%	714.85	6%	563.00	16%	639.0	21%	587.60	37%	2593.85	17%

APPENDIX K

UNIVERSITY PERSONNEL SALARIES

		PAGE
1.	SUMMARY OF AVERAGE SALARIES BY COLLEGE	K-1
2.	SUMMARY OF AVERAGE SALARIES BY DEPARTMENT WITHIN COLLEGE:	
	Arts and Sciences	K-4
	Arts	K-5
	Biological Sciences	K-6
	Humanities	K-8
	Math and Physical Sciences	K-10
	Social and Behavioral Sciences	K-11
	University College	K-12
	Administrative Sciences	K-13
	Agriculture and Home Economics	K-14
	Education	K-16
	Engineering	K-17
	Pharmacy	K-19
	Dentistry	K-19
	Law	K-19
	Medicine	K-20
	Optometry	K-22
	Veterinary Medicine	K-23
	Graduate School	K-25
	Board of Trustees & Office of President	K-26
	Academic Affairs	K-27
	Business & Finance	K-28
	Educational Services	K-30
	Student Affairs	K-32
	University Development	K-34
	Executive Assistant to President	K-35
	Administrative Operations	K-36
	University Services	K-37
	Residence & Dining Halls	K-38
	Other Living & Dining Halls	K-40
	Other Auxiliary Enterprises	K-41
	Cooperative Extension	K-43
	University Hospital	K-44
	Olentangy River Dormitories	K-45
	University Totals	K-46

SUMMARY OF F.T.E. AND AVERAGE SALARY FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	12 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E M.	W.	Average Salary Men	Women	$ Diff M-W	CIVIL SERVICE F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
01XX	Colleges of the Arts & Sciences											6.0	15.8	18202	8993	9209	0.0	14.0		5659	
02XX	College of The Arts	97.4	25.5	12854	10114	2740	3.0	0.0	16436			6.0	7.0	15704	7308	8396	0.0	23.0		5238	
03XX	College of Biological Sciences	29.0	1.0	14194	12528	1666	52.0	3.0	17153	9208	7945	23.0	11.8	11466	7626	3840	3.0	23.5	7134	5687	1447
05XX	College of Humanities	172.0	38.2	13720	11203	2517	6.0	1.0	20122	10728	9394	4.0	2.0	19278	8532	10746	0.0	27.0		5934	
06XX	College of Math & Physical Science	168.0	4.0	16335	11777	4558	15.5	0.0	18660			54.9	13.7	10139	7513	2626	4.0	39.8	7576	5638	1938
07XX	College of Social & Behav. Sci.	155.6	13.0	15552	13839	1683	11.8	0.0	19687			5.0	7.0	12657	7386	5271	0.0	49.3		5950	
09XX	University College	67.0	20.0	10213	9444	769	1.0	0.0	10608			28.0	4.0	13135	10218	2917	30.0	47.5	5557	4908	649
10XX	College of Administrative Sci.	69.8	6.0	17568	13968	3600	16.3	4.0	16245	13218	3027	17.5	14.0	14998	8629	6369	0.0	59.4		5697	
11XX	College of Agriculture & H. Econ	0.0	17.3		10827		79.1	18.1	16959	14779	2180	58.65	23.35	16003	9634	6369	11.25	81.0	6015	5729	286
12XX	College of Education	113.0	43.0	15745	12225	3520	18.0	2.0	17388	14808	2580	30.5	17.0	15760	9816	5944	5.0	96.5	6743	5381	1362
14XX	College of Engineering	130.8	1.0	16387	11568	4819	75.1	0.0	18526			79.1	19.3	12086	7684	4402	52.0	79.2	8216	5489	2727
18XX	College of Pharmacy	0.0	0.0				22.2	2.75	18261	14162	4099	3.0	0.25	22676	5160	17516	3.5	7.0	6379	5699	680

K-1

SUMMARY OF F.T.E. AND AVERAGE SALARY FOR O.S.U. PERSONNEL

		9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
Dept. No.	Department Name	F. T. E. M.	W.	Average Salary Men	Women	$ Diff M-W	F. T. E. M.	W.	Average Salary Men	Women	$ Diff M-W	F. T. E. M	W.	Average Salary Men	Women	$ Diff M-W	F. T. E. M.	W.	Average Salary Men	Women	$ Diff M-W
21XX	College of Dentistry	24.0	4.0	14081	7434	6647	45.7	2.0	21323	16284	5039	6.0	9.5	19916	7744	12172	12.0	54.0	8092	5574	2518
23XX	College of Law	19.0	1.0	22488	20928	1560	2.35	0.0	22746			4.0	5.0	24279	10704	13575	1.0	20.0	4243	5697	(1454)
25XX	College of Medicine	0.7	4.5	10397	10213	184	242.2	105.5	19428	12387	7041	91.5	94.15	12823	7618	5205	6.5	136.75	5712	5628	84
27XX	College of Optometry	5.2	1.0	15741	9048	6693	7.3	0.0	15353			3.0	0.0	10728			0.0	6.5		5446	
29XX	College of Veterinary Medicine	0.0	1.0		9048		51.6	2.0	18010	13962	4048	33.6	17.8	10108	6769	3339	16.0	36.0	6566	5707	859
30XX	Graduate School											7.0	8.8	14139	7331	6808	2.0	13.8	7425	5362	2063
40XX	Board of Trustees											1.25	1.0	23006	10368	12638	0.0	2.0		5387	
41XX	Office of the President																				
42XX	Division of Academic Affairs						0.1		15000			78.2	41.0	11843	7299	4544	25.0	113.85	8345	5584	2838
43XX	Division of Business & Finance											76.2	4.5	14331	9538	4793	795.0	178.7	6460	5454	1006
44XX	Division of Educational Services						31.0	57.0	11485	10115	1370	77.7	19.0	9093	6605	2488	16.3	138.4	5550	5580	(30)
45XX	Division of Student Affairs											67.8	29.1	13929	10162	3767	6.0	204.5	5772	5398	374

SUMMARY OF F. T. E. AND AVERAGE SALARY FOR O.S.U. PERSONNEL

Dept No.	Department Name	9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
		F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
48XX	Division of University Develop.											11.0	10.0	14306	7464	6842	0.0	7.0		5467	
49XX	Division of UBARS											29.8	20.6	13442	9826	3616	24.0	43.25	5493	5188	305
50XX	Division of Admin. Operations											6.75	1.0	16900	7416	9484	1.0	2.0	7113	5262	1851
51XX	University Services											50.0	4.0	9414	6375	3039	65.0	28.0	6226	5426	800
52XX	Residence & Dining Halls											21.0	25.5	9361	7883	1478	65.0	66.0	6607	5233	1374
53XX	Other Living & Dining Facilities											1.0	2.0	10128	2004	8124	0.0	3.0		4763	
54XX	Auxiliary Enterprises	1.0		11358			1.0		14264			72.7	11.0	13084	9399	3685	49.0	52.0	7378	5914	1464
55XX	Cooperative Extension						292.6	100.5	13275	10549	2726	6.0	4.9	10396	8195	2201	6.8	84.5	7045	5349	1696
60XX	University Hospital											122.6	125.9	10834	8839	1995					
91XX	Olentangy River Dorms											7.5	4.0	9006	7722	1284	15.0	7.0	7691	6034	1657
	University Totals	1053.25	180.05	15091	11286	3805	973.35	297.75	16780	11520	5260	1109.8	579.6	12480	8300	4180	1214.25	1791.50	6584	5534	1050

COLLEGES OF ARTS & SCIENCES
SUMMARY OF AVERAGE SALARY AND F.T.E. FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
		F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
100	Arts and Sciences	0.0	0.0				0.0	0.0				6.0	15.8	18202	8993	9209	0.0	14.0		5659	
	Men and Women	0.0	0.0/0				0.0	0.0/0				6.0	15.8/1	18202	8993	9209	0.0	0.0/0			
	Men Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	14.0/1		5659	

COLLEGE OF THE ARTS
SUMMARY OF AVERAGE SALARY AND F.T.E. FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
		F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff
		M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W
0200	Arts Administration	0.0	0.0				0.0	0.0				3.0	3.0	20008	8024	12064	0.0	4.0		5158	
0215	Division of Art	23.0	2.0	12764	11052	1712	0.0	0.0				1.0	0.0	6696			0.0	3.0		4978	
0225	Art Education	4.0	1.0	12437	7968	4469	0.0	0.0				0.0	0.0				0.0	3.0		5505	
0230	Design	5.0	1.0	13865	11208	2657	0.0	0.0				0.0	0.0				0.0	1.0		6240	
0235	History of Art	9.0	4.0	13048	9228	3820	0.0	0.0				0.0	1.0		9528		0.0	3.0		5297	
0241	Dance	3.0	6.45	8344	11319	(2975)	0.0	0.0				0.0	0.0				0.0	4.0		4482	
0262	Music, School of	44.35	11.0	12989	11044	1945	2.0	0.0	17610			2.0	2.0	13752	5610	8142	0.0	4.0		5387	
0280	Theatre	9.0	0.0	13190			1.0	0.0	14088			0.0	1.0		6336		0.0	1.0		6801	
02XX	College of the Arts	97.35	25.45	12854	10114	2740	3.0	0.0	16436			6.0	7.0	15704	7308	8396	0.0	23.0		5238	
	Men and Women	88.35	25.45/6	12803	10114	2689	0.0	0.0/0				5.0	5.0/2	17506	7058	10448	0.0	0.0/0			
	Men Only	9.0	0.0/1	13190			3.0	0.0/2	16436			1.0	0.0/1	6696			0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	2.0/2		7932		0.0	23.0/8		5238	

COLLEGE OF BIOLOGICAL SCIENCE
SUMMARY OF AVERAGE SALARY AND F.T.E. FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	12 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	CIVIL SERVICE F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
0300	Biological' Sciences Administration	0.0	0.0				0.0	0.0				17.0	8.0	11712	7527	4185	3.0	23.5	7134	5687	1447
0303	Ancillary Facilities and Services	0.0	0.0				0.0	0.0				0.0	0.0								
0310	Biochemistry and Molecular Biology	1.0	1.0	16008	12528	3480	9.25	0.0	18234			0.0	0.0								
0321	Biophysics	0.0	0.0				4.7	0.0	17757			0.0	0.0								
0326	Core Program	0.0	0.0				0.0	0.0				3.0	1.0	8728	7728	1000					
0330	Entomology	4.0	0.0	15168			9.45	0.0	17607			0.0	1.0		6216						
0340	Genetics	2.0	0.0	11688			4.05	0.0	15692			0.0	0.0								
0350	Microbial and Cellular Biology	3.0	0.0	16368			14.0	3.0	17444	9208	8236	0.0	0.0								
0360	Nutrition	0.0	0.0				0.0	0.0				1.0	0.0	17568							
0380	Organismic & Developmental Biology	9.0	0.0	13724			5.0	0.0	14942			0.0	0.0								
0390	Population & Environmental Biology	10.0	0.0	13897			5.5	0.0	16378			0.0	0.0								
0395	Vision	0.0	0.0				0.0	0.0				2.0	1.8	10428	8800	1628					
03XX	College of Biological Sciences	29.0	1.0	14194	12528	1666	51.95	3.0	17153	9208	7945	23.0	11.8	11466	7626	3840	3.0	23.5	7134	5687	1447

COLLEGE OF BIOLOGICAL SCIENCE
SUMMARY OF AVERAGE SALARY AND F.T.E. FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	12 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	CIVIL SERVICE F.T.E. M.	W	Average Salary Men	Women	$ Diff M-W
	Men and Women	1.0	1.0/0	16008	12528	3480	14.0	3.0/1	17444	9208	8236	22.0	10.8/3	11188	7758	3430	3.0	23.5	7134	5687	1447
	Men Only	28.0	0.0/5	14130			37.95	0.0/6	17045			1.0	0.0/0	17568							
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	1.0/1		6216						

COLLEGE OF HUMANITIES
SUMMARY OF AVERAGE SLALRY AND F.T.E. FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	12 MONTH FACULTY F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	CIVIL SERVICE F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
0500	Humanities Administration	0.0	0.0				0.0	0.0				3.0	0.0	22048			0.0	4.0		6297	
0502	Black Studies	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0505	Medieval Studies center For	0.0	0.0				0.0	0.0				0.0	0.0				0.0	1.0		6240	
0509	Classics	8.0	1.0	14618	10728	3890	1.0	0.0	26808			0.0	0.0				0.0	2.0		5522	
0518	Comparative Literature	1.55	1.0	10784	9528	1256	0.0	0.0				0.0	0.0				0.0	1.0		4409	
0527	East Asian Languages	7.0	1.0	14379	8088	6291	0.0	0.0				0.0	0.0				0.0	1.0		5491	
0537	English	44.0	16.65	13200	10438	2762	3.0	1.0	18396	10728	7668	1.0	2.0	10968	8532	2436	0.0	5.0		5790	
0547	German	17.0	4.0	12813	13569	(756)	0.0	0.0				0.0	0.0				0.0	1.0		7737	
0557	History	45.0	6.5	13426	11590	1836	1.0	0.0	25608			0.0	0.0				0.0	4.0		6255	
0566	Linguistics	4.0	1.0	16428	13008	3420	0.0	0.0				0.0	0.0				0.0	1.0		6240	
0575	Philosophy	15.0	0.0	15154			0.0	0.0				0.0	0.0				0.0	3.0		5796	
0584	Romance Languages and Literatures	21.45	4.0	14081	12181	1900	1.0	0.0	13128			0.0	0.0				0.0	3.0		5796	
0593	Slavic Languages and Literatures	9.0	3.0	14181	11208	2973	0.0	0.0				0.0	0.0				0.0	1.0		5740	
05XX	College of Humanities	172.0	38.15	13720	11203	2517	6.0	1.0	20122	10728	9394	4.0	2.0	19278	8532	10746	0.0	27.0		5934	

COLLEGE OF HUMANITIES
SUMMARY OF AVERAGE SALARY AND F.T.E. FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
		F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
	Men and Women	157.0	38.15/9	13582	11203	2379	3.0	1.0/1	18396	10728	7668	1.0	2.0/1	10968	8532	2436	0.0	0.0/0			
	Men Only	15.0	0.0/1	15154			3.0	0.0/3	21848			3.0	0.0/1	22048			0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	27.0/12		5934	

COLLEGE OF MATH AND PHYSICAL SCIENCE
SUMMARY OF AVERAGE SALARY AND F.T.E. FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	9 MONTH FACULTY F.T.E. W.	9 MONTH FACULTY Average Salary Men	9 MONTH FACULTY Average Salary Women	9 MONTH FACULTY $ Diff M-W	12 MONTH FACULTY F.T.E. M.	12 MONTH FACULTY F.T.E. W.	12 MONTH FACULTY Average Salary Men	12 MONTH FACULTY Average Salary Women	12 MONTH FACULTY $ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	ADMINISTRATIVE & PROFESSIONAL F.T.E. W.	ADMINISTRATIVE & PROFESSIONAL Average Salary Men	ADMINISTRATIVE & PROFESSIONAL Average Salary Women	ADMINISTRATIVE & PROFESSIONAL $ Diff M-W	CIVIL SERVICE F.T.E. M.	CIVIL SERVICE F.T.E. W.	CIVIL SERVICE Average Salary Men	CIVIL SERVICE Average Salary Women	CIVIL SERVICE $ Diff M-W
0600	Mathematics and Physical Sciences	0.0	0.0				0.0	0.0				1.75	1.0	25632	8808	16824	0.0	1.0		7113	
0614	Astronomy	8.0	0.0	15104			1.0	0.0	22608			5.0	0.0	8193			0.0	3.0		5241	
0628	Chemistry	34.0	0.0	17044			4.5	0.0	12912			14.0	2.75	9079	7261	1818	4.0	15.75	7576	5638	1938
0642	Geodetic Science	4.0	0.0	19878			2.0	0.0	12408			1.0	.9	8928	7066	1862	0.0	1.0		5491	
0656	Geology	15.4	0.0	15038			2.4	0.0	18335			1.0	1.0	8436	7416	1020	0.0	3.0		5740	
0671	Mathematics	55.5	4.0	16289	11777	4512	3.6	0.0	14240			1.0	2.0	12288	7632	4656	0.0	8.0		5850	
0684	Physics	45.0	0.0	16268			2.0	0.0	23970			31.15	6.0	10082	7458	2624	0.0	7.0		6094	
0694	Statistics	7.0	0.0	15917			0.0	0.0				0.0	0.0				0.0	1.0		5241	
06XX	College of Mathematics and Physical Sciences	168.0	4.0	16335	11777	4558	15.5	0.0	18660			54.9	13.65	10139	7513	2626	4.0	39.75	7576	5638	1938
	Men and Women	55.5	4.0/1	16289	11777	4512	0.0	0.0/0				49.9	13.65/6	10334	7513	2821	4.0	15.75/1	7576	5638	1938
	Men Only	113.4	0.0/6	16357			15.5	0.0/6	18660			5.0	0.0/1	8193			0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	24.0/7		5844	

COLLEGE OF SOCIAL & BEHAVIORAL SCIENCE
SUMMARY OF AVERAGE SALARY AND F.T.E. FOR O.S.U. PERSONNEL

		9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
Dept. No	Department Name	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
0700	Social and Behavioral Sciences Administration	0.0	0.0				0.0	0.0				1.0	2.0	21528	8232	13296	0.0	3.0		7078	
0711	Anthropology	6.0	1.0	13148	17172	(4024)	0.0	0.0				0.0	0.0				0.0	2.0		5262	
0722	Economics	33.9	2.0	15586	14970	616	0.0	0.0				0.0	0.0				0.0	5.75		6012	
0733	Geography	8.0	0.0	15343			4.65	0.0	19661			0.0	0.0				0.0	4.0		5678	
0744	Journalism, School of	15.0	1.0	15005	10608	4397	3.0	0.0	19248			1.0	0.0	15048			0.0	7.0		6067	
0755	Political Science	20.0	0.0	12620			2.0	0.0	24588			0.0	1.0		5004		0.0	3.0		6593	
0766	Phychology	34.0	2.0	16289	13584	2705	1.0	0.0	21168			1.0	1.0	8928	6216	2712	0.0	13.5		5565	
0777	Sociology	22.0	4.0	17309	11538	5771	0.0	0.0				0.0	3.0		8008		0.0	4.0		5985	
0788	Speech	16.7	3.0	16353	16316	37	1.05	0.0	9760			2.0	0.0	8892			0.0	7.0		6097	
07XX	College of Social and Behavioral Sciences	155.6	13.0	15522	13839	1683	11.75	0.0	19687			5.0	7.0	12657	7386	5271	0.0	49.25		5950	
	Men and Women	127.6	13.0/6	15988	13839	2149	0.0	0.0/0				2.0	3.0/2	15228	7560	7668	0.0	0.0/0			
	Men Only	28.0	0.0/2	13402			11.75	0.0/5	19687			3.0	0.0/2	10944			0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	4.0/2			7257	0.0	49.25/9		5950	

UNIVERSITY COLLEGE
SUMMARY OF SALARY AND F.T.E. FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	12 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	CIVIL SERVICE F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
0900	University College Administration	0.0	0.0				0.0	0.0				8.0	0.0	14878			0.0	14.0		4828	
0928	Lima Campus	23.0	8.0	10404	9273	1131	0.0	0.0				6.0	1.0	11328	10248	1080	10.0	8.0	5120	4950	170
0942	Mansfield Campus	24.0	6.0	10258	9328	930	1.0	0.0	10608			6.0	0.0	12168			10.0	11.0	5647	5014	633
0956	Marion Campus	10.0	1.0	9952	9888	64	0.0	0.0				3.0	1.0	12648	11928	720	5.0	6.0	6073	4971	1102
0971	Newark Campus	10.0	5.0	9928	9768	160	0.0	0.0				6.0	2.0	13968	9348	4620	5.0	8.5	5732	4818	914
09XX	University College	67.0	20.0	10213	9444	769	1.0	0.0	10608			28.0	4.0	13135	10218	2917	30.0	47.5	5557	4908	649
	Men and Women	67.0	20.0/4	10213	9444	769	0.0	0.0/0				14.0	4.0/3	12554	10218	2336	30.0	33.5/4	5557	4941	616
	Men Only	0.0	0.0/0				2.0	0.0/2	10608			14.0	0.0/2	13717			0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	14.0/1		4828	

COLLEGE OF ADMINISTRATIVE SCIENCES
SUMMARY OF AVERAGE SALARY AND F.T.E. FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	9 MONTH FACULTY F.T.E. W.	9 MONTH FACULTY Average Salary Men	9 MONTH FACULTY Average Salary Women	9 MONTH FACULTY $ Diff M-W	12 MONTH FACULTY F.T.E. M.	12 MONTH FACULTY F.T.E. W.	12 MONTH FACULTY Average Salary Men	12 MONTH FACULTY Average Salary Women	12 MONTH FACULTY $ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M	ADMINISTRATIVE & PROFESSIONAL F.T.E. W.	ADMINISTRATIVE & PROFESSIONAL Average Salary Men	ADMINISTRATIVE & PROFESSIONAL Average Salary Women	ADMINISTRATIVE & PROFESSIONAL $ Diff M-W	CIVIL SERVICE F.T.E. M.	CIVIL SERVICE F.T.E. W.	CIVIL SERVICE Average Salary Men	CIVIL SERVICE Average Salary Women	CIVIL SERVICE $ Diff M-W
1000	Administrative Science Administration	0.0	0.0				1.0	0.0	9288			6.5	11.0	14453	9074	5379	0.0	51.95		5722	
1014	Accounting	12.65	1.0	17753	12408	5345	0.0	0.0				0.0	0.0				0.0	0.0			
1028	A.I.D. Africa	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1035	Finance	13.4	0.0	17425			0.0	0.0				0.0	0.0				0.0	0.0			
1043	Management Science	10.7	0.0	15729			0.5	0.0	21936			0.0	0.0				0.0	0.0			
1050	Marketing	14.0	0.0	18986			0.0	0.0				0.0	0.0				0.0	0.0			
1056	Division of Continuing Education	0.0	0.0				2.35	0.0	15423			11.0	1.0	15320	6456	8864	0.0	6.4		5604	
1070	Division of Research	1.25	0.0	18916			2.4	1.0	20125	10128	9997	0.0	0.0				0.0	0.0			
1077	Public Administration	2.8	0.0	20610			0.6	0.0	21899			0.0	1.0		8088		0.0	0.0			
1084	Social Work, School of	15.0	5.0	16824	14280	2544	9.45	3.0	15542	14248	1294	0.0	1.0		6456		0.0	1.0		5033	
10XX	College of Administrative Sciences	69.80	6.0	17568	13968	3600	16.3	4.0	16245	13218	3027	17.5	14.0	14998	8629	6369	0.0	59.35		5697	
	Men and Women	27.65	6.0/2	17249	13968	3281	11.85	4.0/2	16688	13218	3470	17.5	12.0/2	14998	8856	6142	0.0	0.0/0			
	Men Only	42.51	0.0/5	17769			4.45	0.0/5	15649			0.0	0.0/0				0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	2.0/2		7272		0.0	59.35/3		5697	

COLLEGE OF AGRICULTURE AND HOME ECONOMICS
SUMMARY OF AVERAGE SALARY AND F.T.E. FOR O.S.U. PERSONNEL

Dept No.	Department Name	9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
		F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
1100	Agriculture and Home Economics Administration	0.0	0.0				0.0	0.0				8.05	2.75	18803	8541	10262	0.25	12.0	7113	6106	1007
1105	A.I.D. Brazil	0.0	0.0				0.0	0.0				6.8	1.0	20961	21168	(207)	0.0	1.0		5491	
1109	A.I.D. India	0.0	0.0				0.0	0.0				7.35	2.0	21148	15690	5458	0.0	2.0		5865	
1114	Agricultural Economics	0.0	0.0				11.55	0.4	17777	14625	3152	0.0	0.0				0.0	5.0		5607	
1118	Agricultural Education	0.0	0.0				8.3	0.0	17029			0.0	0.0				0.0	7.0		5571	
1123	Agricultural Engineering	0.0	0.0				8.2	0.0	17106			3.0	0.0	10248			0.0	4.0		6114	
1127	Agronomy	0.0	0.0				9.15	0.0	17639			2.1	0.0	13600			0.0	2.0		5740	
1132	Animal Science	0.0	0.0				10.7	0.0	16342			4.0	1.0	8538	6096	2442	0.0	3.75		5640	
1141	Dairy Science	0.0	0.0				6.95	0.0	16948			1.0	2.1	6576	6705	[129]	0.0	3.0		5380	
1145	Dairy Technology	0.0	0.0				3.65	0.0	16349			0.0	0.0				0.0	2.5		5491	
1149	Farm Operations	0.0	0.0				0.0	0.0				1.0	0.0	14088			8.0	0.0	5912		
1154	Farm Science Review	0.0	0.0				0.0	0.0				1.5	0.0	11392			0.0	1.0		5990	
1158	Home Economics, School of	0.0	17.3		10827		0.0	17.65		14783		0.0	3.0		7624		0.0	11.0		5154	
1163	Horticulture	0.0	0.0				6.6	0.0	16442			4.0	1.5	7272	5480	1792	0.0	2.5		5399	
1173	Natural Resources, School of	0.0	0.0				6.55	0.0	17688			0.0	0.0				1.0	5.0	7113	6294	819

COLLEGE OF AGRICULTURE AND HOME ECONOMICS
SUMMARY OF AVERAGE SALARY AND F.T.E. FOR O.S.U. PERSONNEL

		9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
		F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff
Dept. No.	Department Name	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W
1175	Ohio Biological Survey	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.5		5740	
1178	Plant Pathology	0.0	0.0				5.55	0.0	15095			0.0	0.0				0.0	1.0		5990	
1187	Poultry Science	0.0	0.0				1.85	0.0	17222			2.0	0.0	8832			2.0	2.0	5740	5740	-0-
1192	Center for Vocational and Technical Education	0.0	0.0				0.0	0.0				17.85	10.0	17438	9765	7673	0.0	15.75		5817	
11XX	College of Agriculture and Home Economics	0.0	17.3		10827		79.05	18.05	16959	14779	2180	58.65	23.35	16003	9634	6369	11.25	81.0	6015	5729	286
	Men and Women	0.0	0.0/0				11.55	0.4/1	17777	14625	3152	49.05	20.35/7	16930	9930	7000	3.25	19.0/3	6268	6117	
	Men Only	0.0	0.0/0				67.50	0.0/10	16819			9.60	0.0/5	11265			8.00	0.0/1	5912		
	Women Only	0.0	17.3/1		10827		0.0	17.65/1		14783		0.0	3.0/1		7624		0.0	62.0/15		5611	

COLLEGE OF EDUCATION
SUMMARY OF AVERAGE SALARY AND F.T.E. FOR O.S.U. PERSONNEL

		9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
		F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff
Dept. No	Department Name	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W
1200	Education Administration	0.0	0.0				1.0	0.0	18768			9.0	13.0	20922	10392	10530	0.0	36.5		5538	
1221	A.I.D. India	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1240	Education	86.6	18.65	16821	13841	2980	17.0	1.0	17307	16728	579	19.5	4.0	13200	7941	5259	1.0	42.0	6801	5318	1483
1265	Health, Physical Education and Recreation, School of	0.0	0.0				0.0	0.0				1.0	0.0	26292			0.0	1.0		6801	
1270	Division of Physical Education-Men	26.4	0.0	12215			0.0	0.0				1.0	0.0	8688			3.0	6.0	6843	4832	2011
1275	Division of Physical Education-Women	0.0	24.0		10969		0.0	1.0		12888		0.0	0.0				1.0	11.0	6385	5275	1110
12XX	College of Education	113.0	42.65	15745	12225	3520	18.0	2.0	17388	14808	2580	30.5	17.0	15760	9816	5944	5.0	96.5	6743	5381	1362
	Men and Women	86.6	18.65/1	16821	13841	2980	17.0	1.0/1	17307	16728	579	28.5	17.0/2	15639	9816	5823	5.0	59.0/3	6743	5261	1482
	Men Only	26.4	0.0/1	12215			1.0	0.0/1	18768			2.0	0.0/2	17490			0.0	0.0/0			
	Women Only	0.0	24.0/1		10969		0.0	1.0/1		12888		0.0	0.0/0				0.0	37.5/2		5572	

COLLEGE OF ENGINEERING
SUMMARY OF AVERAGE SALARY AND F. T. E. FOR O.S.U. PERSONNEL

Dept No.	Department Name	9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
		F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff
		M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M	W.	Men	Women	M-W	M.	W.	Men	Women	M-W
1400	Engineering Administration	0.0	0.0				0.0	0.0				10.5	2.0	17276	10188	7088	0.0	8.85		5784	
1405	Aeronautical and Astronautical Engineering	3.0	0.0	16836			7.0	0.0	21921			3.0	0.0	14648			4.0	2.0	9162	5387	3775
1410	Architecture, School of	10.5	0.0	14624			4.0	0.0	19389			1.0	0.0	8088			0.0	3.0		5255	
1415	Aviation	0.0	0.0				6.1	0.0	14088			2.0	1.75	8292	8372	(80)	0.0	5.0		5932	
1420	Ceramic Engineering	4.0	0.0	14739			1.5	0.0	16191			0.0	0.0				1.0	1.0	8569	5740	2829
1425	Chemical Engineering	10.0	0.0	17389			2.0	0.0	15882			2.0	0.0	10968			1.0	3.0	7737	5130	2607
1430	Civil Engineering	7.5	0.0	15600			10.0	0.0	18299			1.0	0.0	8328			3.0	2.0	8174	5262	2912
1435	Computer and Information Science	2.0	0.0	15408			9.0	0.0	16981			1.0	0.0	15048			0.0	3.0		55.18	
1440	Kanpur Indo-American Program	0.0	0.0				2.0	0.0	20748			0.0	0.0				0.0	0.0			
1445	Electrical Engineering	26.0	0.0	17737			16.0	0.0	22360			4.5	1.5	17080	6928	10152	13.0	7.5	9099	5297	3802

COLLEGE OF ENGINEERING
SUMMARY OF AVERAGE SALARY AND F.T.E. FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
		F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
1452	Engineering Experiment Station	1.0	0.0	13368			6.5	0.0	15736			35.1	6.0	11443	7874	3569	16.0	19.8	7244	5430	1814
1458	Engineering Graphics	10.0	0.0	14577			0.0	0.0				0.0	0.0				1.0	2.0	8153	6063	2090
1460	Engineering Mechanics	8.75	1.0	15384	11568	3816	0.0	0.0				0.0	0.0				1.0	2.0	8569	5512	3057
1465	Industrial Engineering	11.0	0.0	16888			0.0	0.0				0.0	1.0		10248		4.0	3.0	8138	5408	2730
1470	Mechanical Engineering	19.0	0.0	15555			2.0	0.0	20088			0.0	0.0				6.0	5.0	8133	5708	2425
1477	Metallurgical Engineering	11.0	0.0	18540			1.0	0.0	21408			1.0	0.0	10608			1.0	2.0	9360	5917	3443
1480	Mineralogy	3.0	0.0	14444			1.0	0.0	23808			0.0	0.0				0.0	1.0		5740	
1485	Photography and Cinema	0.0	0.0				7.0	0.0	13654			18.0	7.0	9534	6430	3104	0.0	8.0		5298	
1495	Welding Engineering	4.0	0.0	18618			0.0	0.0				0.0	0.0				1.0	1.0	8153	5740	2413
14XX	College of Engineering	130.75	1.0	16387	11568	4819	75.10	0.0	18526			79.1	19.25	12098	7684	4402	52.0	79.15	8216	5489	2727
	Men and Women	8.75	1.0/1	15384	11568	3816	0.0	0.0/0				70.1	18.25/5	12098	7544		52.0	50.3/12	8216	5470	2746
	Men Only	122.0	0.0/14	16459			75.10	0.0/14	18526			9.0	0.0/16	11935			0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	1.0/1		10248		0.0	28.85/6		5591	

COLLEGES OF PHARMACY, DENTISTRY, LAW
SUMMARY OF AVERAGE SALARY AND FTE FOR OSU PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
		F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
1800	Pharmacy	.0	.0				22.2	2.75	18261	14162	4099	3.0	0.25	22676	5160	17516	3.5	7.0	6379	5699	680
	Men and Women	.0	.0/0				22.2	2.75/1	18261	14162	4099	3.0	0.25/1	22676	5160	17516	3.5	7.0/1	6379	5699	680
	Men Only	.0	.0/0				.0	.0/0													
	Women Only	.0	.0/0				.0	.0/0													
2100	Dentistry	23.95	4.0	14081	7434	6647	45.70	2.0	21323	16284	5039	6.0	9.5	19916	7744	12172	12.0	54.0	8092	5574	2518
	Men and Women	23.95	4.0/1	14081	7434	6647	45.70	2.0/1	21323	16284	5039	6.0	9.5/1	19916	7744	12172	12.0	54.0/1	8092	5574	2518
	Men Only	.0	.0/0				.0	.0/0													
	Women Only	.0	.0/0				.0	.0/0													
2300	Law Administration	19.0	1.0	22488	20928	1560	2.35	.0	22746			4.0	5.0	24279	10704	13575	1.0	20.0	4243	5697	(1454)
	Men and Women	19.0	1.0/1	22488	20928	1560	.0	.0/0				4.0	5.0/1	24279	10704	13575	1.0	20.0/1	4243	5697	(1454)
	Men Only	.0	.0/0				2.35	.0/1	22746												
	Women Only	.0	.0/0				.0	.0/0													

COLLEGE OF MEDICINE
SUMMARY OF AVERAGE SALARY AND F. T. E. FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
		F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
2500	Medicine Administration	0.0	0.0				1.2	2.0	15815	15108	707	42.45	29.4	17284	8780	8504	0.0	30.5		5552	
2501	Basic Sciences	0.0	0.0				0.0	0.0				6.0	0.0	10776			4.0	3.0	5922	5269	653
2504	Allied Medical Professions, School of	0.0	1.0		8676		9.0	25.2	13767	11292	2475	1.0	3.0	10008	8400	1608	0.0	11.0		5298	
2510	Anatomy	0.7	0.0	10397			14.65	5.9	16410	12974	3436	3.0	3.0	6800	6936	(136)	0.0	2.0		5740	
2511	Anesthesiology	0.0	0.0				5.25	1.0	18803	15168	3635	0.0	0.0				0.0	0.0			
2515	Medical Microbiology	0.0	0.0				6.25	0.75	17940	16424	1516	1.0	0.0	7968			0.0	5.0		5487	
2520	Medical Shop	0.0	0.0				0.0	0.0				6.0	0.0	8260			0.0	0.0			
2525	Medicine	0.0	0.0				38.5	1.0	22923	23208	(285)	5.7	18.25	8056	6897	1159	1.0	9.0	4825	6209	(1384)
2530	Nursing, School of	0.0	2.5		10396		0.1	53.75	19428	11457	7971	0.0	1.0		5856		0.0	8.0		5727	
2535	Obstetrics and Gynecology	0.0	0.0				9.95	0.0	18965			2.0	8.0	7968	6478	1490	0.0	5.0		5133	
2540	Ophthalmology	0.0	0.0				5.4	2.0	13983	7908	6075	0.0	3.0		6016		0.0	4.0		5439	
2545	Otolaryngology	0.0	0.0				4.8	0.0	16610			0.0	4.3		7105		0.0	4.0		5210	
2550	Pathology	0.0	0.0				15.8	1.0	21558	11568	9990	2.4	2.0	10175	6672	3503	0.0	3.5		5806	

COLLEGE OF MEDICINE
SUMMARY OF AVERAGE SALARY AND F. T. E. FOR O.S.U. PERSONNEL

		9 MONTH FACULTY						12 MONTH FACULTY						ADMINISTRATIVE & PROFESSIONAL						CIVIL SERVICE					
Dept No.	Department Name	F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W		F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W		F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W		F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	
2555	Pediatrics	0.0	0.0					17.85	6.45	21212	17567	3645		1.0	5.0	13008	10800	2208		0.0	9.0		5371		
2560	Pharmacology	0.0	0.0					7.45	0.0	17071				0.0	0.5		6792			0.5	3.0	5241	6045	(804)	
2565	Physical Medicine	0.0	0.0					9.2	0.0	18964				1.8	5.5	12773	7053	5720		0.0	4.0		5283		
2570	Physiological Chemistry	0.0	0.0					8.9	1.0	17562	11208	6354		0.0	0.0					0.0	3.0		5713		
2575	Physiology	0.0	1.0		11292			17.85	2.0	17319	14928	2391		5.0	1.0	7024	4644	2380		0.0	4.0		5512		
2580	Preventive Medicine	0.0	0.0					12.15	1.0	20168	20208	(40)		1.0	3.0	11688	7440	4248		0.0	9.75		5824		
2585	Psychiatry	0.0	0.0					22.0	1.0	20675	18168	2507		2.3	1.0	9537	6696	2841		0.0	6.0		5914		
2590	Radiology	0.0	0.0					18.0	0.0	18409				0.0	0.0					0.0	0.0				
2595	Surgery	0.0	0.0					17.9	1.45	20417	19924	493		10.85	6.2	8852	6087	2765		1.0	13.0	5990	5998	(8)	
25XX	College of Medicine	0.7	4.5	10397	10213	184		242.2	105.5	19428	12387	7041		91.5	94.15	12823	7618	5205		6.5	136.75	5712	5628	84	
	Men and Women	0.0	0.0/0					192.8	105.5/15	19731	12387	7344		78.5	85.35/12	13391	7725	5566		6.5	28.0/4	5712	5993	(281)	
	Men Only	0.7	0.0/1	10397				49.4	0.0/5	18248				13.0	0.0/3	9399				0.0	0.0/0				
	Women Only	0.0	4.5/3		10213			0.0	0.0/0					0.0	8.8/4		6574			0.0	108.75/15		5534		

COLLEGE OF OPTOMETRY
SUMMARY OF AVERAGE SALARY AND FTE FOR OSU PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	12 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	CIVIL SERVICE F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
2700	Optometry Administration	5.2	1.0	15741	9048	6693	7.3	.0	15353			3.0	.0	10728			.0	6.5		5446	
	Men and Women	5.2	1.0/1				.0	.0/0				.0	.0/0				.0	.0/0			
	Men Only	.0	.0/0				7.3	.0/1				3.0	.0/0	10728			.0	6.5/1		5446	
	Women Only	.0	.0/0				.0	.0/0				.0	.0/0				.0	.0/0			

COLLEGE OF VETERINARY MEDICINE
SUMMARY OF AVERAGE SALARY AND F.T.E. FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
		F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F. T. E. M.	F. T. E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
2900	Veterinary Medicine Administration	0.0	0.0				0.0	0.0				12.0	2.0	14117	9108	5009	0.0	8.0		5506	
2910	Veterinary Anatomy	0.0	1.0		9048		4.0	0.0	17468			0.0	1.0		5736		0.0	1.0		5491	
2925	Veterinary Clinical Science	0.0	0.0				23.75	2.0	17761	13962	3799	12.6	7.0	8688	6586	2102	15.0	17.0	6518	5560	958
2943	Veterinary Microbiology and Parasitology	0.0	0.0				4.4	0.0	13570			1.0	0.0	4644			0.0	0.0			
2954	Veterinary Pathology	0.0	0.0				9.85	0.0	18376			8.0	6.0	7014	6368	646	1.0	6.0	7280	6479	801
2965	Veterinary Physiology and Pharmacology	0.0	0.0				4.75	0.0	23954			0.0	1.75		6795		0.0	3.0		5588	
2976	Veterinary Preventive Medicine	0.0	0.0				4.8	0.0	17137			0.0	0.0				0.0	1.0		5740	
2987	Veterinary Surgery and Radiology	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
29XX	College of Veterinary Medicine	0.0	1.0		9048		51.55	2.0	18010	13962	4048	33.6	17.75	10108	6769	3339	16.0	36.0	6566	5707	859

COLLEGE OF VETERINARY MEDICINE
SUMMARY OF AVERAGE SALARY AND F.T.E. FOR O.S.U. PERSONNEL

		9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
Dept. No.	Department Name	F.T.E. M.	W.	Average Men	Salary Women	$ Diff M-W	F. E. T. M.	W.	Average Men	Salary Women	$ Diff M-W	F. T. E. M.	W.	Average Men	Salary Women	$ Diff M-W	E. T. E. M.	W.	Average Men	Salary Women	$ Diff M-W
	Men and Women	0.0	0.0/0				23.75	2.0/1	17761	13962	3799	32.6	15.0/3	10276	6835	3441	16.0	23.0/2	6566	5800	766
	Men Only	0.0	0.0/0				27.80	0.0/5	18224			1.0	0.0/1	4644			0.0	0.0/0			
	Women Only	0.0	1.0/1		9048		0.0	0.0/0				0.0	2.75/2		6410		0.0	13.0/4		5542	

GRADUATE SCHOOL
SUMMARY OF AVERAGE SALARY AND F. T. E. FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
		F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
3000	Graduate School Administration	0.0	0.0				0.0	0.0				1.6	6.0	18225	7644	10581	0.0	8.0		4804	
3040	University Press	0.0	0.0				0.0	0.0				4.0	1.75	11118	6624	4494	2.0	4.25	7425	6421	1004
3075	Wright Patterson Graduate Center	0.0	0.0				0.0	0.0				1.4	1.0	18102	6696	11406	0.0	1.5		5338	
30XX	Graduate School	0.0	0.0				0.0	0.0				7.0	8.75	14139	7331	6808	2.0	13.75	7425	5362	2063
	Men and Women	0.0	0.0/0				0.0	0.0/0				7.0	8.75/3	14139	7331	6808	2.0	4.25/1	7425	6421	1004
	Men Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	9.5/2		4888	

BOARD OF TRUSTEES & OFFICE OF PRESIDENT
SUMMARY OF AVERAGE SALARY AND FTE FOR OSU PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	12 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	CIVIL SERVICE F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
40XX	Board of Trustees	THIS DIVISION HAS NO TEACHING FACULTY										1.25	1.0	23006	10368	12638	0.0	2.0		5387	
	Men and Women											1.25	1.0/1	23006	10368	12638	0.0	0.0/0			
	Men Only																0.0	0.0/0			
	Women Only																0.0	2.0/1		5387	
41XX	Office of The President	THIS DIVISION HAS NO TEACHING FACULTY										3.0	4.0	30458	7902	22556	0.0	0.0			
	Men and Women											3.0	4.0/1	30458	7902	22556					
	Men Only											0.0	0.0/0								
	Women Only											0.0	0.0/0								

DIVISION OF ACADEMIC AFFAIRS
SUMMARY OF AVERAGE SALARY AND F.T.E. FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F. T. E. M.	W.	Average Salary Men	Women	$ Diff M-W	12 MONTH FACULTY F. T. E. M.	W.	Average Salary Men	Women	$ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F. T. E. M.	W.	Average Salary Men	Women	$ Diff M-W	CIVIL SERVICE F. T. E. M.	W.	Average Salary Men	Women	$ Diff M-W
4200	Academic Affairs Administration	0.0	0.0				0.0	0.0				9.0	1.0	20305	10728	9577	0.0	12.0		6063	
4210	Research and Sponsored Programs Office of	0.0	0.0				0.1	0.0	15000			0.0	0.0				25.0	99.1	8345	5507	2838
4220	Instruction and Research Computer Center	0.0	0.0				0.0	0.0				63.65	34.9	10495	7167	3328	0.0	1.75		6560	
4230	Institute of Polar Studies	0.0	0.0				0.0	0.0				5.5	0.0	13601			0.0	1.0		5740	
4265	Mershon Committee on National Security	0.0	0.0				0.0	0.0				0.0	5.0		7540		0.0	0.0			
42XX	Division of Academic Affairs	0.0	0.0				0.1	0.0	15000			78.15	40.9	11843	7299	4544	25.0	113.85	8345	5584	2838
	Men and Women	0.0	0.0/0				0.0	0.0/0				72.65	35.9/2	11710	7266	4411	25.0	99.1/1	8345	5507	2838
	Men Only	0.0	0.0/0				0.1	0.0/1	15000			5.5	0.0/1	13601			0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	5.0/1		7540		0.0	14.75/3		6100	

DIVISION OF BUSINESS & FINANCE
SUMMARY OF AVERAGE SALARY AND FTE FOR OSU PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
		F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
4300	Business and Finance Administration											4.0	2.0	21285	8472	12813	.0	3.0		5338	
4310	Assistant Vice President & Assistant Treasurer											4.0	.0	18018			.0	2.0		6427	
4311	Accounting											3.0	1.0	14328	12048	2280	.0	8.0		6882	
4312	Auditing											2.0	.0	12228			.0	15.0		5693	
4313	Bursur											2.0	.0	11328			4.0	7.0	6598	5648	950
4314	Internal Auditing											5.0	.0	12312			.0	1.0		5241	
4315	Student Aid Accounting											2.0	.0	10452			.0	3.0		5075	
4316	Payroll											4.0	.0	13578			.0	18.0		5964	
4330	Personnel Director, Office of											5.0	.0	15696			2.0	9.0	10285	6219	4066
4340	Business Manager Office of											2.0	.0	15708			1.0	2.7	6531	6343	188
4341	Police & Watchmen											1.0	.0	11688			4.70	6.0	7330	5726	1604
4350	Director of Physical Plant											10.5	1.0	16650	10128	6522	4.0	9.0	9963	5745	4218
4351	Custodial Service											3.0	.0	10328			262.0	43.0	5195	4584	611
4352	Physical Plant Maintenance											3.7	.0	14108			295.0	3.0	7358	6219	1139

DIVISION OF BUSINESS & FINANCE
SUMMARY OF AVERAGE SALARY AND FTE FOR OSU PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	12 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	CIVIL SERVICE F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
4353	Power Plant											1.0	.0	12888			51.0	.0	7479		
4354	Roads & Grounds											2.0	.0	11088			84.0	.0	6116		
4360	University Architect, Office of											5.0	.0	15808			.0	1.0		7113	
4370	Director of Purchases & Auxiliaries, Office of											5.0	.0	15216			.0	2.0	6801		
4371	Inventory											1.0	.0	10008			8.0	6.0	5977	5092	885
4372	Mailroom											2.0	.0	8262			11.0	9.0	5356	5720	(364)
4373	Purchasing											6.0	0.5	12628	7608	5020	5.0	21.0	9688	5141	4547
4374	Receiving											3.0	.0	11968			21.0	8.0	5518	5322	196
4375	University Publications - Sales & Distribution											.0	.0				.0	2.0		4929	
43XX	Division of Business & Finance	THIS DIVISION HAS NO TEACHING FACULTY										76.2	4.5	14331	9538	4793	795.0	178.7	6460	5454	1006
	Men and Women	.0	.0/0				.0	.0/0				23.5	4.5/4	16116	9538	6578	660.0	123.7/11	6425	5230	1195
	Men Only	.0	.0/0				.0	.0/0				52.7	.0/18	13536			135.0	.0/2	6630		
	Women Only	.0	.0/0				.0	.0/0				.0	.0/0				.0	55.0/10		5958	

DIVISION OF EDUCATIONAL SERVICES
SUMMARY OF AVERAGE SALARY AND F. T. E. FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	12 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	CIVIL SERVICE F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
4400	Educational Services Administration	0.0	0.0				0.0	0.0				1.0	0.0	29088			0.0	1.0		7113	
4410	Learning Resources Computer Center	0.0	0.0				0.0	0.0				4.0	1.0	14208	7656	6552	0.0	0.0			
4420	Continuing Eduction	0.0	0.0				0.0	0.0				5.9	0.0	17044			0.0	6.0		5616	
4430	Learning Resources Administration	0.0	0.0				0.0	0.0				1.0	0.0	14088			0.0	0.0			
4431	Telecommunications Center	0.0	0.0				0.0	0.0				62.65	12.0	8756	6808	1948	0.0	5.0		5133	
4432	Teaching Aids Laboratory	0.0	0.0				0.0	0.0				7.0	4.0	8948	6231	2717	0.0	2.0		5532	
4433	Listening Center	0.0	0.0				0.0	0.0				5.0	0.0	9153			0.0	0.0			
4435	Library	0.0	0.0				31.0	57.0	11485	10115	1370	4.0	2.0	9510	5616	3894	16.25	138.4	5550	5580	(30)
4436	Library Books	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
4438	Film and Photography	0.0	0.0				0.0	0.0				0.25	0.0	25320			0.0	0.0			
4450	Alumni Records	0.0	0.0				0.0	0.0				0.7	0.0	18480			0.0	15.35		5081	
4470	Military Science	0.0	0.0				0.0	0.0				3.0	0.0	11448			0.0	4.0		5220	
4480	Air Force Aero-Space Studies	0.0	0.0				0.0	0.0				0.0	0.0				0.0	2.0		5636	

DIVISION OF EDUCATIONAL SERVICES
SUMMARY OF AVERAGE SALARY AND F. T. E. FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	12 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	CIVIL SERVICE F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
4490	Naval Science	0.0	0.0				0.0	0.0				0.0	0.0				0.0	1.0		6801	
44XX	Division of Educational Services	0.0	0.0				31.0	57.0	11485	10115	1370	94.5	19.0	10044	6605	3439	16.25	174.75	5550	5532	18
	Men and Women	0.0	0.0/0				31.0	57.0/1				77.65	19.0/4	9093	6605	2488	16.25	138.4/1	5550	5580	(30)
	Men Only	0.0	0.0/0				0.0	0.0/0				16.85	0.0/6	14428			0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	36.58/8		5336	

DIVISION OF STUDENT AFFAIRS
SUMMARY OF AVERAGE SALARY AND FTE FOR OSU PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
		F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
4500	Student Affairs Administration											3.0	2.0	22756	7392	15364	.0	3.0		6177	
4510	Dean of Students											8.6	10.75	12946	9882	3064	.0	18.95		5504	
4520	Student Housing											2.0	2.0	12240	8112	4128	.0	4.0		5356	
4530	University Counseling Center											9.0	6.6	12288	10661	1627	.0	5.0		5000	
4540	University Health Service											11.25	2.8	18638	18137	501	1.0	20.0	8964	6535	2429
4560	Recreation & Intramural Sports											4.8	2.0	12975	7116	5859	.0	1.0		6385	
4570	University Testing Center											2.0	.0	11448			.0	2.0		5709	
4580	Student Financial Aids											5.0	1.0	12624	6576	6048	1.0	13.0	7113	5710	1403
4590	Student Statistical Services											2.0	1.0	16770	8808	7962	.0	1.0		5241	
4591	Admissions Office											8.0	.0	13188			.0	52.0		5414	
4592	Registrar's Office											7.0	1.0	11437	8208	3229	.0	81.5		5023	
4594	Mershon Auditorium											5.0	.0	10104			4.0	3.0	4638	5269	(631)
45XX	Division of Student Affairs	THIS DIVISION HAS NO TEACHING FACULTY										67.65	29.15	13929	10162	3767	6.0	204.45	5772	5398	374

DIVISION OF STUDENT AFFAIRS
SUMMARY OF AVERAGE SALARY AND FTE FOR OSU PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
		F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff
		M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W
	Men and Women	.0	.0/0				.0	.0/0				52.65	29.15	13939	10162	3767	6.0	204.45	5772	6132	(360)
	Men Only	.0	.0/0				.0	.0/0				15.0	.0/3	11928			.0	.0/0			
	Women Only	.0	.0/0				.0	.0/0				.0	.0/0				.0	168.45/8		5243	

DIVISION OF UNIVERSITY DEVELOPMENT
SUMMARY OF AVERAGE SALARY AND FTE FOR OSU PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	12 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	CIVIL SERVICE F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
4800	University Development Administration											2.0	2.0	24888	7452	17436	.0	2.0		5740	
4820	Public Relations											2.0	4.0	13668	7812	5856	.0	1.0		5491	
4840	Publications											2.0	3.0	11508	7624	3884	.0	.0			
4860	News Services											4.0	1.0	12168	5616	6552	.0	2.0		5033	
4880	Special Events											1.0	.0	8586			.0	2.0		5616	
48XX	Division of University Development	THIS DIVISION HAS NO TEACHING FACULTY										11.0	10.0	14306	7464	6842	.0	7.0		5467	
	Men and Women	.0	.0/0				.0	.0/0				10.0	10.0/4	14880	7464	7416	.0	.0/0			
	Men Only	.0	.0/0				.0	.0/0				1.0	.0/1	8586			.0	.0/0			
	Women Only	.0	.0/0				.0	.0/0				.0	.0/0				.0	7.0/4		5467	

DIVISION EXECUTIVE ASSISTANT TO PRESIDENT
SUMMARY OF AVERAGE SALARY AND FTE FOR OSU PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	12 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	CIVIL SERVICE F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
4900	University Budget & Administrative Research & Systems Administration											7.8	6.5	16622	8605	8017	1.0	7.25	4243	5881	(1638)
4910	Univeristy Budget											2.0	2.5	12588	9537	3051	.0	11.0		5763	
4920	Administrative Systems Computer Center											18.0	9.6	11700	9865	1835	23.0	36.0	5548	5048	500
4930	Administrative Research											2.0	2.0	17568	13968	3600	.0	.0			
49XX	Division of University Budget & Administrative Research & Systems	THIS DIVISION HAS NO TEACHING FACULTY										29.8	20.6	13442	9826	3616	24.0	54.25	5493	5304	189
	Men and Women	.0	.0/0				.0	.0/0				29.8	20.6/4	13442	9826	3616	24.0	43.25/2	5493	5188	305
	Men Only	.0	.0/0				.0	.0/0				.0	.0/0				.0	.0/0			
	Women Only	.0	.0/0				.0	.0/0				.0	.0/0				.0	11.0/1		5763	

DIVISION OF ADMINISTRATIVE OPERATIONS
SUMMARY OF AVERAGE SALARY AND FTE FOR OSU PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	12 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	CIVIL SERVICE F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
5000	Administrative Operations											0.75	.0	25638			.0	.0			
5010	Campus Planning											6.0	1.0	15808	7416	8392	1.0	2.0	7113	5262	1851
50XX	Division of Administrative Operations	THIS DIVISION HAS NO TEACHING FACULTY										6.75	1.0	16900	7416	9484	1.0	2.0	7113	5262	1851
	Men and Women	.0	.0/0				.0	.0/0				6.0	1.0/1	15808	7416	8392	1.0	2.0/1	7113	5262	1851
	Men Only	.0	.0/0				.0	.0/0				0.75	.0/1	25638			.0	.0/0			
	Women Only	.0	.0/0				.0	.0/0				.0	.0/0				.0	.0/0			

UNIVERSITY SERVICES
SUMMARY OF AVERAGE SALARY AND FTE FOR OSU PERSONNEL

		9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
Dept. No.	Department Name	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
5109	Food Facility											5.0	.0	10752			4.0	3.0	6208	6413	(205)
5118	General Stores											3.0	.0	9768			13.0	5.0	6004	5986	(18)
5127	Lab Stores											5.0	1.0	9297	7416	1881	26.0	11.0	5984	5279	705
5136	Laundry											2.0	.0	11148			1.0	2.0	5740	5231	509
5145	Meter Postage											.0	.0				.0	.0			
5155	Office Equipment Repair											17.0	.0	7670			.0	2.0		5304	
5164	Print Shop											15.0	1.0	10653	5292	5361	2.0	1.0	7706	4825	2881
517[illegible]	Special Charges for Services											.0	.0				3.0	.0	5172		
5182	Telephones											.0	2.0		6396		.0	4.0		4700	
5191	Transportation											3.0	.0	9560			16.0	.0	6847		
51XX	University Services	THIS DIVISION HAS NO TEACHING FACULTY										50.0	4.0	9414	6375	3039	65.0	28.0	6226	5426	800
	Men and Women	.0	.0/0				.0	.0/0				20.0	2.0/2	10314	6354	3960	46.0	22.0/5	6079	5570	509
	Men Only	.0	.0/0				.0	.0/0				30.0	.0/5	8814			19.0	.0/2	6583		
	Women Only	.0	.0/0				.0	.0/0				.0	2.0/1		6396		.0	6.0/2		4901	

RESIDENCE & DINING HALLS
SUMMARY OF AVERAGE SALARY AND FTE FOR OSU PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
		F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
5200	Dormitory Administration											3.0	1.0	12848	11688	1160	.0	5.0		5628	
5201	Food Service Administration											2.0	2.0	17868	10848	7020	1.0	3.0	9360	5754	3606
5202	Accounting - Dormitories											.0	3.0		8764		.0	1.0		5740	
5208	Student Program Administration											.0	.0				.0	.0			
5210	North Area Management											1.0	.0	8808			.0	2.0		5137	
5214	North Area Housekeeping											.0	.0				3.0	4.0	5172	5127	45
5215	North Area Maintenance											.0	.0				21.0	.0	6771		
5218	North Area Student Program											4.0	2.0	7614	7356	300	.0	1.0		5033	
5220	South Area Management											1.0	0.5	8568	5952	2616	.0	4.0		4908	
5224	South Area Housekeeping											.0	1.0		5976		15.0	27.0	4950	4545	405
5226	South Area Maintenance											.0	.0				22.0	.0	7622		
5227	South Area Student Program											6.0	9.0	7468	5880	1588	.0	.0			
5241	Stadium Dormitories											1.0	.0	7176			.0	.0			
5251	Baker Commons											.0	1.0		9888		.0	3.0		6656	
5254	Bradford Commons											.0	1.0		8928		1.0	2.0	7425	5741	1684
5259	Women's Commons											.0	1.0		9408		1.0	2.0	6968	6676	292
5260	North Commons											.0	1.0		8208		.0	3.0		6801	

RESIDENCE & DINING HALLS
SUMMARY OF AVERAGE SALARY AND FTE FOR OSU PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	12 MONTH FACULTY F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	CIVIL SERVICE F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
5262	Raney Commons											.0	1.0		8928		1.0	2.0	5033	6229	(1196)
5265	Royer Commons											.0	2.0		9708		.0	2.0		6957	
5267	Stadium Food Service											.0	.0				.0	.0			
5275	Jones Graduate Tower											2.0	.0	6546			.0	2.0		4378	
5280	Buckeye Village											1.0	.0	9408			.0	3.0		6947	
5291	George Wells Knight House											.0	.0				.0	.0			
5292	W.S.G.A. House											.0	.0				.0	.0			
5295	Dormitory Contingency Fund											.0	.0				.0	.0			
52XX	Residence and Dining Halls	THIS DIVISION HAS NO TEACHING FACULTY										21.0	25.5	9361	7883	1478	65.0	66.0	6607	5233	1374
	Men and Women	.0	.0/0				.0	.0/0				16.0	14.5/5	9882	7172	2710	22.0	40.0/6	5389	4944	445
	Men Only	.0	.0/0				.0	.0/0				5.0	.0/4	7697			43.0	.0/2	7206		
	Women Only	.0	.0/0				.0	.0/0				.0	11.0/8		8822		.0	26.0/10		5873	

OTHER LIVING AND DINING FACILITIES
SUMMARY OF AVERAGE SALARY AND FTE FOR OSU PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	9 MONTH FACULTY F.T.E. W.	9 MONTH FACULTY Average Salary Men	9 MONTH FACULTY Average Salary Women	9 MONTH FACULTY $ Diff M-W	12 MONTH FACULTY F.T.E. M.	12 MONTH FACULTY F.T.E. W.	12 MONTH FACULTY Average Salary Men	12 MONTH FACULTY Average Salary Women	12 MONTH FACULTY $ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	ADMINISTRATIVE & PROFESSIONAL F.T.E. W.	ADMINISTRATIVE & PROFESSIONAL Average Salary Men	ADMINISTRATIVE & PROFESSIONAL Average Salary Women	ADMINISTRATIVE & PROFESSIONAL $ Diff M-W	CIVIL SERVICE F.T.E. M.	CIVIL SERVICE F.T.E. W.	CIVIL SERVICE Average Salary Men	CIVIL SERVICE Average Salary Women	CIVIL SERVICE $ Diff M-W
5325	Bibee Scholarship House											.0	.0				.0	.0			
5350	Davisson Hanley Scholarship House											.0	1.0		2004		.0	1.0		4409	
5360	Pomerene Refectory											1.0	.0	10128			.0	1.0		4721	
5375	Mary Pomerene Scholarship House											.0	1.0		2004		.0	1.0		5158	
53XX	Other Living and Dining Facilities	THIS DIVISION HAS NO TEACHING FACULTY										1.0	2.0	10128	2004	8124	.0	3.0		4763	
	Men and Women	.0	.0/0				.0	.0/0				.0	.0/0				.0	.0/0			
	Men Only	.0	.0/0				.0	.0/0				1.0	.0/0	10128			.0	.0/0			
	Women Only	.0	.0/0				.0	.0/0				.0	2.0/2		2004		.0	3.0/3		4763	

OTHER AUXILIARY ENTERPRISES
SUMMARY OF AVERAGE SALARY AND F. T. E. FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	12 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	CIVIL SERVICE F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
5407	Architect's Office	0.0	0.0				0.0	0.0				7.0	1.0	11609	12408	(799)	0.0	4.0		5678	
5414	Athletics	1.0	0.0	11358			0.0	0.0				32.4	2.0	14581	8892	5989	11.0	6.0	7839	5848	1991
5421	Bookstore	0.0	0.0				0.0	0.0				6.0	2.0	9616	7092	2524	3.0	3.0	5747	5546	201
5425	Center for Tomorrow	0.0	0.0				0.0	0.0				3.0	4.0	12888	10440	2448	3.0	10.0	7030	5688	1342
5428	Conservation Lab Camp	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
5430	Dairy Laboratory	0.0	0.0				0.0	0.0				2.0	0.0	8412			1.0	3.0	6801	5990	811
5435	Ice Rink	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
5440	Meats Laboratory	0.0	0.0				0.75	0.0	14264			1.0	0.0	11328			1.0	1.0	6489	7425	(936)
5442	Moore Experimental Farm	0.0	0.0				0.0	0.0				0.05	0.0	16680			0.0	0.0			
5449	Ohio Union	0.0	0.0				0.0	0.0				5.25	2.0	14449	8928	5521	11.0	17.0	6243	6139	5265
5456	Overlook Farm	0.0	0.0				0.0	0.0				0.0	0.0				1.0	0.0	5241		
5463	Parking Facilities	0.0	0.0				0.0	0.0				0.0	0.0				1.0	4.0	8153	5990	2163
5470	Physical Plant Improvements	0.0	0.0				0.0	0.0				8.0	0.0	8385			14.0	2.0	8385	5491	2894
5477	University Airport	0.0	0.0				0.0	0.0				7.0	0.0	11619			2.0	2.0	7113	5740	1370

OTHER AUXILIARY ENTERPRISES
SUMMARY OF AVERAGE SALARY AND F. T. E. FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	12 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	CIVIL SERVICE F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
5484	University Housing	0.0	0.0				0.0	0.0				1.0	0.0	10128			1.0	0.0	9963		
54XX	Other Auxiliary Enterprises	1.0	0.0	11358			0.75	0.0	14264			72.7	11.0	13084	9399	3685	49.0	52.0	7378	5914	1464
	Men and Women	0.0	0.0/0				0.0	0.0/0				53.65	11.0/5	13530	9399	4131	47.0	48.0/9	7368	5933	1435
	Men Only	1.0	0.0/1	11358			0.75	0.0/1				19.05	0.0/6	9844			2.0	0.0/2	7602		
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	4.0/1		5678	

COOPERATIVE EXTENSION
SUMMARY OF AVERAGE SALARY AND FTE FOR OSU PERSONNEL

		9 MONTH FACULTY					12 MONTH FACULTY					ADMINISTRATIVE & PROFESSIONAL					CIVIL SERVICE				
		F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff
Dept. No.	Department Name	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W
55XX	Cooperative Extension	.0	.0				292.55	100.45	13275	10549	2726	6.0	4.85	10396	8195	2201	6.75	84.5	7045	5349	1696
	Men and Women	.0	.0/0				292.55	100.45/1	13275	10549	2726	6.0	4.85/1	10396	8195	2201	6.75	84.5/1	7045	5349	1696
	Men Only	.0	.0/0				.0	.0/0				.0	.0/0				.0	.0/0			
	Women Only	.0	.0/0				.0	.0/0				.0	.0/0				.0	.0/0			

UNIVERSITY HOSPITAL
SUMMARY OF AVERAGE SALARY AND FTE FOR OSU PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	9 MONTH FACULTY F.T.E. W.	9 MONTH FACULTY Average Salary Men	9 MONTH FACULTY Average Salary Women	9 MONTH FACULTY $ Diff M-W	12 MONTH FACULTY F.T.E. M.	12 MONTH FACULTY F.T.E. W.	12 MONTH FACULTY Average Salary Men	12 MONTH FACULTY Average Salary Women	12 MONTH FACULTY $ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	ADMINISTRATIVE & PROFESSIONAL F.T.E. W.	ADMINISTRATIVE & PROFESSIONAL Average Salary Men	ADMINISTRATIVE & PROFESSIONAL Average Salary Women	ADMINISTRATIVE & PROFESSIONAL $ Diff M-W	CIVIL SERVICE F.T.E. M.	CIVIL SERVICE F.T.E. W.	CIVIL SERVICE Average Salary Men	CIVIL SERVICE Average Salary Women	CIVIL SERVICE $ Diff M-W
6000	University Hospital											122.55	125.85	10834	8839	1995	.0	.0			
6001	Hospital Gift Shop											.0	2.0		8532		.0	.0			
60XX	University Hospital	THIS DIVISION HAS NO TEACHING FACULTY										122.55	127.85	10834	8831	2003	.0	.0			
	Men and Women	.0	.0/0				.0	.0/0				122.55	125.85/1	10834	8839	1995					
	Men Only	.0	.0/0				.0	.0/0				.0	.0/0								
	Women Only	.0	.0/0				.0	.0/0				.0	2.0/1		8532						

OLENTANGY RIVER DORMITORIES
SUMMARY OF AVERAGE SALARY AND F. T. E. FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	12 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	CIVIL SERVICE F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
9130	West Area Management											0.0	0.0		8568		0.0	0.0			
9133	West Area Housekeeping											0.0	0.0				0.0	2.0		5158	
9135	West Area Maintenance											1.5	0.0	14552			14.0	0.0	7688		
9138	West Area Student Program											5.0	2.0	7358	6336	1022	0.0	0.0			
9157	Lincoln Food Service											0.0	1.0		9648		1.0	2.0	7737	6458	1279
9158	Morrill Food Service											1.0	0.0	8928			0.0	3.0		6337	
91XX	Olentangy River Dormitories	THIS DIVISION HAS NO TEACHING FACULTY										7.5	4.0	9006	7722	1284	15.0	7.0	7691	6034	1657
	Men and Women	0.0	0.0/0				0.0	0.0/0				5.0	2.0/1	7358	6336	1022	1.0	2.0/1	7737	6458	1279
	Men Only	0.0	0.0/0				0.0	0.0/0				2.5	0.0/2	12302			14.0	0.0/1	7688		
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	2.0/2		9108		0.0	5.0/2		5865	

UNIVERSITY TOTALS
SUMMARY OF F. T. E. AND AVERAGE SALARY FOR O.S.U. PERSONNEL

Dept. No.	Department Name	9 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	12 MONTH FACULTY F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ADMINISTRATIVE & PROFESSIONAL F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	CIVIL SERVICE F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
	Totals	1053.25	180.05	15091	11286	3805	973.35	297.75	16780	11520	5260	1109.8	579.6	12480	8300	4180	1214.25	1791.50	6584	5534	1050
	Men and Women	667.60	133.25	14713	11455	3258	665.40	279.10	16294	11308	4986	895.85	531.05	12628	8377	4251	993.25	976.25	6537	5519	1018
	Men Only	385.65		15739			307.95		17839			213.95		11849			221.00		6788		
	Women Only		46.80		10803			18.65		14681			48.55		7437			815.25		5555	

APPENDIX L

FACULTY AND CHAIRMEN SALARIES

		PAGE	
		12 Month Faculty	9 Month Faculty
1.	SUMMARY OF AVERAGE FACULTY SALARIES BY COLLEGE	L-1	L-28
2.	SUMMARY OF AVERAGE FACULTY SALARIES BY DEPARTMENT WITHIN COLLEGE:		
	Arts & Sciences	L-3	L-30
	Arts	L-4	L-31
	Biological Sciences	L-5	L-32
	Humanities	L-7	L-34
	Math & Physical Sciences	L-9	L-36
	Social & Behavioral Sciences	L-10	L-37
	University College	L-11	L-38
	Administrative Science	L-12	L-39
	Agriculture & Home Economics	L-13	L-40
	Education	L-15	L-42
	Engineering	L-16	L-43
	Pharmacy	L-18	L-45
	Dentistry	L-18	L-45
	Law	L-18	L-45
	Medicine	L-19	L-46
	Optometry	L-21	L-48
	Veterinary Medicine	L-22	L-49
	Academic Affairs	L-23	L-50
	Educational Services	L-24	L-51
	Other Auxiliary Enterprises	L-25	L-52
	Cooperative Extension	L-26	L-53
	University Totals	L-27	L-54
3.	SUMMARY OF AVERAGE CHAIRMEN SALARIES BY DEPARTMENT WITHIN COLLEGE	L-55	

DIFFERENTIAL ANALYSIS
FACULTY: 12 MONTH
BY RANK -- BY SEX
FOR AVERAGE SALARY

College No.	College Name	Chairman			Professor			Associate			Assistant			Instructor			Total 12 Mo. Faculty		
		Men	Women	$Diff	Men	Women	$Diff	Men	Women	$Diff	Men	Women	$Diff	Men	Women	$Diff	Men	Women	$Diff
		-	-	-	-	-	-	-	-	-	-	-	-	-	--	-	-	-	-
02XX	Arts	22488	-	-	20172	-	-	-	-	-	14568	-	-	-	-	-	16436	-	
03XX	Biological Sciences	23703	-	-	19642	-	-	15753	-	-	14062	10008	4054	-	8808		17153	9208	7945
05XX	Humanities	-	-	-	26316	-	-	15288	-	-	13368	10728	2640	13128	-	-	20122	10728	9394
06XX	Math & Physical Science	26088	-	-	24004	-	-	17760	-	-	13782	-	-	10068	-	-	18660	-	
07XX	Social & Behavioral Science	27396	-	-	22439	-	-	20112	-	-	14688	-	-	9048	-	-	19687	-	
09XX	University College	-	-	-	-	-	-	-	-	-	-	-	-	10608	-	-	10608	-	
10XX	Administrative Sciences	21876	-	-	20851	-	-	18768	14688	3580	14955	13368	1587	12078	10128	1950	16245	13218	3027
11XX	Agriculture & Home Economics	25664	25080	584	18200	18895	(695)	15516	16218	(702)	14244	13500	724	12512	9276	3236	16959	14779	2180
12XX	Education	-	-	-	22761	-	-	19038	12888	6150	16688	16728	(40)	13676	-	-	17388	14808	2580
14XX	Engineering	26093	-	-	22991	-	-	17250	-	-	15459	-	-	10732	-	-	18526	-	
18XX	Pharmacy	-	-	-	20829	-	-	18428	-	-	15109	14568	541	13807	13080	727	18261	14162	4099
21XX	Dentistry	-	-	-	24526	16284	8242	21646	-	-	18158	-	-	17940	-	-	21323	16284	5039
23XX	Law	-	-	-	23508	-	-	18394	-	-	-	-	-	-	-	-	22746	-	

268A

DIFFERENTIAL ANALYSIS
FACULTY: 12 MONTH
BY RANK -- BY SEX
FOR AVERAGE SALARY

(Continued)

College No.	College Name	Chairman			Professor			Associate			Assistant			Instructor			Total 12 Mo. Faculty		
		Men	Women	$Diff	Men	Women	$Diff	Men	Women	$Diff	Men	Women	$Diff	Men	Women	$Diff	Men	Women	$Diff
25XX	Medicine	28111	25128	2983	22857	17740	5117	20086	14733	5353	17523	12621	4902	14399	9960	4439	19428	12387	7041
27XX	Optometry	-	-	-	-	-	-	18648	-	-	15495	-	-	13048	-	-	15353	-	
29XX	Veterinary Medicine	26824	-	-	21304	-	-	17570	14328	3242	14936	13596	1340	12808	-	-	18010	13962	4048
42XX	Academic Affairs	-	-	-	-	-	-	-	-	-	-	-	-	15000	-	-	15000	-	-
44XX	Educational Services	-	-	-	17082	14808	2274	-	13788	-	11940	10877	1063	10658	8877	1781	11485	10115	1370
54XX	Other Auxilliary										14264						14264		
55XX	Cooperative Extension	-	-	-	18583	18202	381	15784	14639	1145	13702	12345	1357	11352	9686	1666	13275	10549	2726
	Total University All Funds	26142	25108	1034	21073	17693	3400	18254	14693	3561	15329	12257	3072	11987	9594	2393	16780	11520	5260

COLLEGE OF ARTS & SCIENCES
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
		F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff
		M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W
0100	Arts & Sciences	.0	.0				.0	.0				.0	.0				.0	.0			
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

COLLEGE OF THE ARTS
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	PROFESSOR F.T.E. W.	PROFESSOR Average Salary Men	PROFESSOR Average Salary Women	PROFESSOR $ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	ASSOCIATE PROFESSOR F.T.E. W.	ASSOCIATE PROFESSOR Average Salary Men	ASSOCIATE PROFESSOR Average Salary Women	ASSOCIATE PROFESSOR $ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	ASSISTANT PROFESSOR F.T.E. W.	ASSISTANT PROFESSOR Average Salary Men	ASSISTANT PROFESSOR Average Salary Women	ASSISTANT PROFESSOR $ Diff M-W	INSTRUCTOR F.T.E. M	INSTRUCTOR F.T.E. W.	INSTRUCTOR Average Salary Men	INSTRUCTOR Average Salary Women	INSTRUCTOR $ Diff M-W
0200	Arts Administration	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0215	Division of Art	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0225	Art Education	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0230	Design	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0235	History of Art	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0241	Dance	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0262	Music, School of	1.0	0.0	20172			0.0	0.0				1.0	0.0	15048			0.0	0.0			
0280	Theatre	0.0	0.0				0.0	0.0				1.0	0.0	14088			0.0	0.0			
02XX	College of The Arts	1.0	0.0	20172			0.0	0.0				2.0	0.0	14568			0.0	0.0			
	Men and Women	0.0	0.0/0				0.0	0.0/				0.0	0.0/0				0.0	0.0/0			
	Men Only	1.0	0.0/1	20172			0.0	0.0/0				2.0	0.0/2	14568			0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

COLLEGE OF BIOLOGICAL SCIENCES
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK

		PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
Dept. No.	Department Name	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
0300	Biological Sciences Administration	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0303	Ancillary Facilities and Services	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0310	Biochemistry and Molecular Biology	6.25	0.0	19514			1.0	0.0	18528			2.0	0.0	14088			0.0	0.0			
0321	Biophysics	2.0	0.0	22008			1.0	0.0	15528			1.7	0.0	14068			0.0	0.0			
0326	Core Program	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0330	Entomology	5.45	0.0	18560			2.0	0.0	16908			2.0	0.0	15706			0.0	0.0			
0340	Genetics	2.05	0.0	17786			1.0	0.0	14208			1.0	0.0	12888			0.0	0.0			
0350	Microbial and Cellular Biology	4.0	0.0	22056			7.0	0.0	16453			3.0	1.0	13608	10008	3600	0.0	2.0	8808		
0360	Nutrition	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0380	Organismic & Developmental Biology	1.0	0.0	21120			2.0	0.0	13248			2.0	0.0	13548			0.0	0.0			
0390	Population & Environmental Biology	3.25	0.0	17992			1.75	0.0	13920			0.5	0.0	14496			0.0	0.0			
0395	Vision	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			

COLLEGE OF BIOLOGICAL SCIENCES
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK
(Continued)

Dept. No.	Department Name	PROFESSOR F.T.E. M.	PROFESSOR F.T.E. W.	PROFESSOR Average Salary Men	PROFESSOR Average Salary Women	PROFESSOR $ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M	ASSOCIATE PROFESSOR F.T.E. W.	ASSOCIATE PROFESSOR Average Salary Men	ASSOCIATE PROFESSOR Average Salary Women	ASSOCIATE PROFESSOR $ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	ASSISTANT PROFESSOR F.T.E. W.	ASSISTANT PROFESSOR Average Salary Men	ASSISTANT PROFESSOR Average Salary Women	ASSISTANT PROFESSOR $ Diff M-W	INSTRUCTOR F.T.E. M.	INSTRUCTOR F.T.E. W.	INSTRUCTOR Average Salary Men	INSTRUCTOR Average Salary Women	INSTRUCTOR $ Diff M-W
03XX	College of Biological Sciences	24.0	0.0	19642			15.75	0.0	15753			12.2	1.0	14092	10008	4084	0.0	2.0		8808	
	Men and Women	0.0	0.0/0				0.0	0.0/0				3.0	1.0/1	13608	10008	3600	0.0	0.0/0			
	Men Only	24.0	0.0/7	19642			15.75	0.0/7	15753			9.2	0.0/6	14211			0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	2.0/1		8808	

COLLEGE OF HUMANITIES
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK

		PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
Dept. No.	Department Name	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
0500	Humanities Administration	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0502	Black Studies	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0505	Medieval Studies, Center for	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0509	Classics	1.0	0.0	26808			0.0	0.0				0.0	0.0				0.0	0.0			
0518	Comparative Literature	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0527	East Asian Language	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0537	English	1.0	0.0	26532			1.0	0.0	15288			1.0	1.0	13368	10728	2640	0.0	0.0			
0547	German	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0557	History	1.0	0.0	25608			0.0	0.0				0.0	0.0				0.0	0.0			
0566	Linguistics	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0575	Philosophy	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0584	Romance Languages and Literatures	0.0	0.0				0.0	0.0				0.0	0.0				1.0	0.0	13128		
0593	Slavic Languages and Literatures	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
05XX	College of Humanities	3.0	0.0	26316			1.0	0.0	15288			1.0	1.0	13368	10728	2640	1.0	0.0	13128		

COLLEGE OF HUMANITIES
COMPARISON OF MEN AND WOMEN SALARIES FOR TWLEVE MONTH FACULTY, BY RANK

Dept No	Department Name	PROFESSOR F.T.E M.	W.	Average Salary Men	Women	$ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	INSTRUCTOR F.T.E M.	W.	Average Salary Men	Women	$ Diff M-W
	Men and Women	0.0	0.0/0				0.0	0.0/0				1.0	1.0/1	13368	10728	2640	0.0	0.0/0			
	Men Only	3.0	0.0/3	26316			1.0	0.0/1	15288			0.0	0.0/0				1.0	0.0/1	13128		
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

COLLEGE OF MATHEMATICS AND PHYSICAL SCIENCES
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	INSTRUCTOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
0600	Mathematics & Physical Sciences	.0	.0				.0	.0				.0	.0				.0	.0			
0614	Astronomy	1.0	.0	22608			.0	.0				.0	.0				.0	.0			
0628	Chemistry	3.5	.0	23632			.0	.0				1.0	.0	15888			.0	.0			
0642	Geodetic Science	.0	.0				.0	.0				1.0	.0	15048			1.0	.0	9768		
0656	Geology	1.0	.0	25092			.0	.0				1.4	.0	13508			.0	.0			
0671	Mathematics	0.35	.0	28800			0.25	.0	17760			2.0	.0	12288			1.0	.0	12168		
0684	Physics	2.0	.0	23970			.0	.0				.0	.0				.0	.0			
0694	Statistics	.0	.0				.0	.0				.0	.0				.0	.0			
06XX	College of Mathematics & Physical Sciences	7.85	.0	24004			0.25	.0	17760			5.4	.0	13782			2.0	.0	10968		
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	7.85	0.0/5	24004			0.25	0.0/1	17760			5.4	0.0/4	13782			2.0	0.0/2	10968		
	Women Only	0.0	0.0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

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COLLEGE OF SOCIAL AND BEHAVIORAL SCIENCES
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	INSTRUCTOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
0700	Social and Behavioral Sciences Administration	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0711	Anthropology	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0722	Economics	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0733	Geography	1.65	0.0	20560			3.0	0.0	19168			0.0	0.0				0.0	0.0			
[illegible]	[illegible] School	0.[illegible]	0.0				2.0	0.0	21528			1.0	0.0	14688			0.0	0.0			
[illegible]	[illegible]	[illegible]	0.0	24588			0.0	0.0				0.0	0.0				0.0	0.0			
[illegible]	Psychology	1.0	0.0	21168			0.0	0.0				0.0	0.0				0.0	0.0			
[illegible]	Sociology	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
[illegible]	Speech	0.05	0.0	24000			0.0	0.0				0.0	0.0				1.0	0.0	9048		
07XX	College of Social and Behavioral Sciences	4.70	0.0	22439			5.0	0.0	20112			1.0	0.0	14688			1.0	0.0	9048		
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	4.70	0.0/3	22439			5.0	0.0/2	20112			1.0	0.0/1	14688			1.0	0.0/1	9048		
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

UNIVERSITY COLLEGE
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK

		PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
		F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff
Dept. No.	Department Name	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W
0900	University College Administration	.0	.0				.0	.0				.0	.0				.0	.0			
0928	Lima Campus	.0	.0				.0	.0				.0	.0				.0	.0			
0942	Mansfield Campus	.0	.0				.0	.0				.0	.0				1.0	.0	10608		
0956	Marion Campus	.0	.0				.0	.0				.0	.0				.0	.0			
0971	Newark Campus	.0	.0				.0	.0				.0	.0				.0	.0			
09XX	University College	.0	.0				.0	.0				.0	.0				1.0	.0	10608		
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				1.0	0.0/1	10608		
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

COLLEGE OF ADMINISTRATIVE SCIENCES
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	PROFESSOR F.T.E. W.	PROFESSOR Average Salary Men	PROFESSOR Average Salary Women	PROFESSOR $ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	ASSOCIATE PROFESSOR F.T.E. W.	ASSOCIATE PROFESSOR Average Salary Men	ASSOCIATE PROFESSOR Average Salary Women	ASSOCIATE PROFESSOR $ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	ASSISTANT PROFESSOR F.T.E. W.	ASSISTANT PROFESSOR Average Salary Men	ASSISTANT PROFESSOR Average Salary Women	ASSISTANT PROFESSOR $ Diff M-W	INSTRUCTOR F.T.E. M.	INSTRUCTOR F.T.E. W.	INSTRUCTOR Average Salary Men	INSTRUCTOR Average Salary Women	INSTRUCTOR $ Diff M-W
1000	Administrative Sciences Administration	0.0	0.0				0.0	0.0				0.0	0.0				1.0	0.0	9288		
1014	Accounting	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1035	Finance	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1043	Management Science	0.5	0.0	21936			0.0	0.0				0.0	0.0				0.0	0.0			
[illegible]	Marketing	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
[illegible]	Division of Continuing Education	0.35	0.0	15514			0.0	0.0				2.0	0.0	15408			0.0	0.0			
1070	Division of Research	2.0	0.0	20550			0.0	0.0				0.4	0.0	18000			0.0	1.0		10128	
1077	Public Administration	0.6	0.0	21899			0.0	0.0				0.0	0.0				0.0	0.0			
1084	Social Work, School of	0.3	0.0	25200			3.15	2.0	18268	14688	3580	3.0	1.0	14248	13368	880	3.0	0.0	13008		
10XX	College of Administrative Science	3.75	0.0	20851			3.15	2.0	18268	14688	3580	5.4	1.0	14955	13368	1587	4.0	1.0	12078	10128	1950
	Men and Women	0.0	0.0/0				3.15	2.0/1	18268	14688	3580	3.0	1.0/1	14248	13368	880	0.0	0.0/0			
	Men Only	3.75	0.0/5	20851			0.0	0.0/0				2.4	0.0/2	15840			4.0	0.0/2	12078		
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	1.0/1		10128	

COLLEGE OF AGRICULTURE AND HOME ECONOMICS
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	INSTRUCTOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
1100	Agriculture & Home Economics Administration	.0	.0				.0	.0				.0	.0				.0	.0			
1105	A.I.D. Brazil	.0	.0				.0	.0				.0	.0				.0	.0			
1109	A.I.D. India	.0	.0				.0	.0				.0	.0				.0	.0			
1114	Agricultural Economics	7.15	.0	18324			2.1	0.25	18454	13680	4774	2.3	0.15	15459	16200	(741)	.0	.0			
1118	Agricultural Education	6.1	.0	17596			1.7	.0	15684			0.5	.0	14688			.0	.0			
1123	Agricultural Engineering	6.05	.0	18087			1.05	.0	15942			0.25	.0	14520			0.85	.0	12317		
1127	Agronomy	7.1	.0	18426			1.35	.0	15057			0.7	.0	14640			.0	.0			
1132	Animal Science	5.5	.0	18507			3.6	.0	14710			1.6	.0	12577			.0	.0			
1141	Dairy Science	4.2	.0	18326			2.1	.0	15025			0.5	.0	14256			0.15	.0	14280		
1145	Dairy Technology	1.05	.0	18759			1.0	.0	15692			1.0	.0	15288			0.1	.0	11520		
1149	Farm Operations	.0	.0				.0	.0				.0	.0				.0	.0			
1154	Farm Science Review	.0	.0				.0	.0				.0	.0				.0	.0			
1158	Home Economics, School of	.0	5.65		18895		.0	3.25		16414		.0	4.75		13414		.0	4.0		9276	
1163	Horticulture	4.85	.0	17197			.0	.0				1.75	.0	14352			.0	.0			

COLLEGE OF AGRICULTURE AND HOME ECONOMICS
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	INSTRUCTOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
1173	Natural Reserouces, School of	4.6	.0	19149			0.5	.0	14760			1.45	.0	14064			.0	.0			
1175	Ohio Biological Survey	.0	.0				.0	.0				.0	.0				.0	.0			
1178	Plant Pathology	2.05	.0	18094			1.0	.0	12756			2.5	.0	13574			.0	.0			
1187	Poultry Science	1.05	.0	18022			0.8	.0	16170			.0	.0				.0	.0			
1192	Center for Vocational and Technical Education	.0	.0				.0	.0				.0	.0				.0	.0			
11XX	College of Agriculture and Home Economics	49.7	5.65	18200	18895	(695)	15.7	3.5	15516	16218	(702)	12.55	4.9	14244	13500	724	1.1	4.0	12512	9276	3236
	Men and Women	0.0	0.0/0				2.1	0.25/1	18454	13680	4774	2.3	0.15/1	15459	16200	(741)	0.0	0.0/0			
	Men Only	49.7	0.0/11	18200			13.6	0.0/9	14062			10.25	0.0/9	13971			1.1	0.0/3	12512		
	Women Only	0.0	5.65/1		18895		0.0	3.25/1		16414		0.0	4.75/1		13414		0.0	4.0/1		9276	

L-14

COLLEGE OF EDUCATION
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
		F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
1200	Education Administration	.0	.0				.0	.0				1.0	.0	18768			.0	.0			
1221	A.I.D. India	.0	.0				.0	.0				.0	.0				.0	.0			
1240	Education	4.0	.0	22761			4.0	.0	19038			2.0	1.0	15648	16728	(1080)	7.0	.0	13676		
1265	Health, Physical Education and Recreation	.0	.0				.0	.0				.0	.0				.0	.0			
1270	Div. of Physical Education-Men	.0	.0				.0	.0				.0	.0				.0	.0			
1275	Div. of Physical Education-Women	.0	.0				.0	1.0		12888		.0	.0				.0	.0			
12XX	College of Education	4.0	.0	22761			4.0	1.0	19038	12888	6150	3.0	1.0	16688	16728	(40)	7.0	.0	13676		
	Men and Women	0.0	0.0/0				0.0	0.0/0				2.0	1.0/1	15648	16728	(1080)	0.0	0.0/0			
	Men Only	4.0	0.0/1	22761			4.0	0.0/1	19038			1.0	0.0/1	18768			7.0	0.0/1	13676		
	Women Only	0.0	0.0/0				0.0	1.0/1		12888		0.0	0.0/0				0.0	0.0/0			

COLLEGE OF ENGINEERING
COMPARISON OF MEN AND WOMEN SALARIES FOR TWLEVE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
		F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff
		M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W
1400	Engineering Administration	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1405	Aeronautical and Astronautical Engineering	4.0	0.0	24855			3.0	0.0	18008			0.0	0.0				0.0	0.0			
1410	Architecture, School of	2.0	0.0	21870			1.0	0.0	16728			1.0	0.0	17088			0.0	0.0			
1415	Aviation	0.0	0.0				0.1	0.0	23760			4.0	0.0	15588			2.0	0.0	10608		
1420	Ceramic Engineering	1.5	0.0	16191			0.0	0.0				0.0	0.0				0.0	0.0			
1425	Chemical Engineering	1.0	0.0	19236			1.0	0.0	12528			0.0	0.0				0.0	0.0			
1430	Civil Engineering	4.0	0.0	21078			6.0	0.0	16448			0.0	0.0				0.0	0.0			
1435	Computer and Information Science	1.0	0.0	23088			4.0	0.0	17898			1.0	0.0	14538			0.0	0.0			
1440	Kanpur Indo-American Program	1.0	0.0	24498			0.0	0.0				1.0	0.0	16998			0.0	0.0			
1445	Electrical Engineering	10.0	0.0	24516			4.0	0.0	19908			2.0	0.0	16488			0.0	0.0			
1452	Engineering Experiment Station	0.0	0.0				3.0	0.0	17208			3.5	0.0	14475			0.0	0.0			
1458	Enginerring Graphics	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			

COLLEGE OF ENGINEERING
COMPRAISON OF MEN AND WOMEN SALARIES FOR TWLEVE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	PROFESSOR F.T.E. W.	PROFESSOR Average Salary Men	PROFESSOR Average Salary Women	PROFESSOR $ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	ASSOCIATE PROFESSOR F.T.E. W.	ASSOCIATE PROFESSOR Average Salary Men	ASSOCIATE PROFESSOR Average Salary Women	ASSOCIATE PROFESSOR $ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	ASSISTANT PROFESSOR F.T.E. W.	ASSISTANT PROFESSOR Average Salary Men	ASSISTANT PROFESSOR Average Salary Women	ASSISTANT PROFESSOR $ Diff M-W	INSTRUCTOR F.T.E. M.	INSTRUCTOR F.T.E. W.	INSTRUCTOR Average Salary Men	INSTRUCTOR Average Salary Women	INSTRUCTOR $ Diff M-W
1460	Engineering Mechanics	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1465	Industrial Engineering	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1470	Mechanical Engineering	1.0	0.0	23328			0.0	0.0				1.0	0.0	16848			0.0	0.0			
1477	Metallurgical Engineering	1.0	0.0	21408			0.0	0.0				0.0	0.0				0.0	0.0			
1480	Mineralogy	1.0	0.0	23808			0.0	0.0				0.0	0.0				0.0	0.0			
1485	Photography and Cinema	0.0	0.0				4.0	0.0	15759			0.0	0.0				3.0	0.0	10848		
1495	Welding Engineering	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
14XX	College of Engineering	27.5	0.0	22991			26.1	0.0	17250			16.5	0.0	15459			5.0	0.0	10752		
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	27.5	0.0/11	22991			26.1	0.0/9	17250			16.5	0.0/7	15459			5.0	0.0/2	10752		
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

COLLEGES OF PHARMACY, DENTISTRY AND LAW
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	PROFESSOR F.T.E. W.	PROFESSOR Average Salary Men	PROFESSOR Average Salary Women	PROFESSOR $ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	ASSOCIATE PROFESSOR F.T.E. W.	ASSOCIATE PROFESSOR Average Salary Men	ASSOCIATE PROFESSOR Average Salary Women	ASSOCIATE PROFESSOR $ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	ASSISTANT PROFESSOR F.T.E. W.	ASSISTANT PROFESSOR Average Salary Men	ASSISTANT PROFESSOR Average Salary Women	ASSISTANT PROFESSOR $ Diff M-W	INSTRUCTOR F.T.E. M.	INSTRUCTOR F.T.E. W.	INSTRUCTOR Average Salary Men	INSTRUCTOR Average Salary Women	INSTRUCTOR $ Diff M-W
1800	Pharmacy	7.75	.0	20829			8.35	.0	18428			4.5	2.0	15109	14568	541	1.6	0.75	13807	13080	727
	Men and Women	0.0	0.0/0				0.0	0.0/0				4.5	2.0/1	15109	14568	541	1.6	0.75/1	13807	13080	727
	Men Only	7.75	0.0/1	20829			8.35	0.0/1	18428			0.0	0.0/0				0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
2100	Dentistry	15.85	2.0	24526	16284	8242	13.0	.0	21646			9.35	.0	18158			7.5	.0	17940		
	Men and Women	15.85	2.0/1	24526	16284	8242	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	0.0	0.0/0				13.0	0.0/1	21646			9.35	0.0/1	18158			7.5	0.0/1	17940		
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
2300	Law Administration	2.0	.0	23508			0.35	.0	18394			.0	.0				.0	.0			
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	2.0	0.0/1	23508			0.35	0.0/1	18394			0.0	0.0/0				0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

COLLEGE OF MEDICINE

COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK

		PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
Dept. No.	Department Name	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
2500	Medicine Administration	.0	.0				0.2	.0	23250			1.0	2.0	14328	15108	(780)	.0	.0			
2504	Allied Medical Professions	.0	2.0		14688		2.0	7.0	18048	13110	4938	1.0	7.5	10848	10620	228	6.0	8.7	12828	9628	3200
2510	Anatomy	3.0	1.0	18324	16836	1488	7.45	0.85	16282	15437	845	4.2	1.05	15268	12920	2348	.0	3.0		11008	
2511	Anesthesiology	.0	.0				.0	.0				2.55	.0	20814			2.7	1.0	16906	15168	1738
2515	Medical Microbiology	2.0	.0	20088			2.25	.0	18336			2.0	0.75	15348	16424	(1076)	.0	.0			
2520	Medical Shop	.0	.0				.0	.0				.0	.0				.0	.0			
2525	Medicine	11.1	1.0	24865	23208	1657	17.6	.0	23659			8.3	0.0	20032			1.5	.0	15904		
2530	Nursing, School of	.0	1.0		16248		.0	12.75		13928		0.1	15.2	17523	11710	5813	.0	24.8		9840	
2535	Obstetrics & Gynecology	2.6	.0	21849			0.85	.0	18889			3.8	.0	18620			2.7	.0	16697		
2540	Ophthalmology	0.25	.0	16728			3.6	.0	14553			1.3	.0	12498			0.25	2.0	10776	7908	2868
2545	Optolaryngology	.0	.0				0.55	.0	16625			4.25	.0	16608			.0	.0			
2550	Pathology	3.65	.0	25595			5.95	.0	23719			4.9	.0	17515			1.3	1.0	15572	11568	4004
2555	Pediatrics	5.8	0.95	25323	20936	4387	8.2	1.1	21242	20072	1170	2.85	4.4	16021	16213	(192)	1.0	.0	11928		
2560	Pharmacology	2.0	.0	21108			2.35	.0	16508			1.1	.0	16030			2.0	.0	14268		
2565	Physical Medicine	.0	.0				4.2	.0	21271			4.5	.0	17120			0.5	.0	16176		

COLLEGE OF MEDICINE
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	PROFESSOR F.T.E. W.	PROFESSOR Average Salary Men	PROFESSOR Average Salary Women	PROFESSOR $ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	ASSOCIATE PROFESSOR F.T.E. W.	ASSOCIATE PROFESSOR Average Salary Men	ASSOCIATE PROFESSOR Average Salary Women	ASSOCIATE PROFESSOR $ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	ASSISTANT PROFESSOR F.T.E. W.	ASSISTANT PROFESSOR Average Salary Men	ASSISTANT PROFESSOR Average Salary Women	ASSISTANT PROFESSOR $ Diff M-W	INSTRUCTOR F.T.E. M.	INSTRUCTOR F.T.E. W.	INSTRUCTOR Average Salary Men	INSTRUCTOR Average Salary Women	INSTRUCTOR $ Diff M-W
2570	Physiological Chemistry	2.5	.0	20836			5.2	.0	16562			1.0	1.0	15288	11208	4080	0.2	.0	14040		
2575	Physiology	9.0	.0	19449			2.25	1.0	16696	16008	688	6.0	1.0	14846	13848	998	0.6	.0	12440		
2580	Preventive Medicine	2.75	.0	25038			0.6	1.0	22430	20208	2222	7.25	.0	18657			1.55	.0	17721		
2585	Psychiatry	8.35	.0	23327			5.75	.0	19344			5.9	1.0	20204	18168	4036	2.0	.0	14808		
2590	Radiology	5.0	.0	23198			2.15	.0	20690			6.0	.0	17168			4.85	.0	13997		
2595	Surgery	7.4	.0	23439			7.05	1.25	19457	21441	(1984)	2.45	0.2	19508	10440	9068	1.0	.0	7506		
25XX	College of Medicine	65.4	5.95	22857	17740	5117	78.2	24.95	20086	14733	5353	70.45	34.1	17523	12621	4902	28.15	40.5	14414	9960	4454
	Men and Women	19.9	2.95/3	24012	20316	3696	27.55	12.2/6	18867	15573	3294	26.5	34.1/10	16557	12621	3936	10.25	12.7/4	14200	9946	4254
	Men Only	45.5	0.0/11	22352			50.65	0.0/12	20750			43.95	0.0/10	18105			17.9	0.0/11	14538		
	Women Only	0.0	3.0/2		15208		0.0	12.75/1		13928		0.0	0.0/0				0.0	27.8/2		9966	

COLLEGE OF OPTOMETRY
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK

		PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
		F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff
Dept. No.	Department Name	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W
2700	Optometry Administration	.0	.0				2.0	.0	18648			2.3	.0	15495			3.0	.0	13048		
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	0.0	0.0/0				2.0	0.0/1	18648			2.3	0.0/1	15495			3.0	0.0/1	13048		
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

FILMED FROM BEST AVAILABLE COPY

COLLEGE OF VETERINARY MEDICINE
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACALTY, BY RANK

		PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
Dept. No.	Department Name	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
2900	Veterinary Medicine Administration	.0	.0				.0	.0				.0	.0				.0	.0			
2910	Veterinary Anatomy	1.0	.0	20172			2.0	.0	16068			1.0	.0	17568			.0	.0			
2925	Veterinary Clinical Science	11.0	.0	20299			5.6	1.0	18835	14328	4507	0.35	1.0	17074	13596	3478	6.8	.0	12808		
2943	Veterinary Microbiology & Pharmaacology	1.0	.0	14928			1.0	.0	11808			2.0	.0	14088			0.4	.0	12000		
2954	Veterinary Pathology	3.65	.0	23450			2.0	.0	17268			4.2	.0	14494			.0	.0			
2965	Veterinary Physiology & Pharacology	4.0	.0	24579			0.75	.0	20624			.0	.0				.0	.0			
2976	Veterinary Preventive Medicine	2.0	.0	20130			.0	.0				2.8	.0	15000			.0	.0			
2987	Veterinary Surgery & Radiology	.0	.0				.0	.0				.0	.0				.0	.0			
29XX	College of Veterinary Medicine	22.65	.0	21034			11.35	1.0	17570	14328	3242	10.35	1.0	14936	13596	1340	7.2	.0	12808		
	Men and Women	0.0	0.0/0				5.6	1.0/1	18835	14328	4507	0.35	1.0/1	17074	13596	3478	0.0	0.0/0			
	Men Only	22.65	0.0/6	21034			5.75	0.0/4	16339			10.00	0.0/4	14862			7.2	0.0/2	12808		
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

DIVISION OF ACADEMIC AFFAIRS
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
		F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
4210	Research and Sponsored Programs	.0	.0				.0	.0				.0	.0				0.1	.0	15000		
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.1	0.0/1	15000		
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

DIVISION OF EDUCATIONAL SERVICES
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	PROFESSOR F.T.E. W.	PROFESSOR Average Salary Men	PROFESSOR Average Salary Women	PROFESSOR $ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	ASSOCIATE PROFESSOR F.T.E. W.	ASSOCIATE PROFESSOR Average Salary Men	ASSOCIATE PROFESSOR Average Salary Women	ASSOCIATE PROFESSOR $ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	ASSISTANT PROFESSOR F.T.E. W.	ASSISTANT PROFESSOR Average Salary Men	ASSISTANT PROFESSOR Average Salary Women	ASSISTANT PROFESSOR $ Diff M-W	INSTRUCTOR F.T.E. M.	INSTRUCTOR F.T.E. W.	INSTRUCTOR Average Salary Men	INSTRUCTOR Average Salary Women	INSTRUCTOR $ Diff M-W
4433	Listening Center	.0	.0				.0	.0				.0	.0				.0	.0			
4435	Library	2.0	2.0	17082	14808	2274	.0	4.0		13758		10.0	19.6	11940	10877	1063	19.0	31.4	10658	8877	1781
44XX	Div. of Educational Services	2.0	2.0	17082	14808	2274	.0	4.0		13758		10.0	19.6	11940	10877	1063	19.0	31.4	10658	8877	1781
	Men and Women	2.0	2.0/1	17082	14808	2274	0.0	0.0/0				10.0	19.6/1	11940	10877	1063	19.0	31.4/1	10658	8877	1781
	Men Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	4.0/1		13758		0.0	0.0/0				0.0	0.0/0			

OTHER AUXILIARY ENTERPRISES
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
		F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff
		M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W
5414	Athletics	.0	.0				.0	.0				.0	.0				.0	.0			
5440	Meats Laboratory	0.25	.0	17640			.0	.0				0.5	.0	12576			.0	.0			
54XX	Other Auxiliary Enterprises	0.25	.0	17640			.0	.0				0.5	.0	12576			.0	.0			
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	0.25	0.0/1	17640			0.0	0.0/0				0.5	0.0/1	12576			0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

COOPERATIVE EXTENSION
COMPARISON OF MEN AND WOMEN SALARIES FOR TWELVE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E M.	PROFESSOR F.T.E W	PROFESSOR Average Salary Men	PROFESSOR Average Salary Women	PROFESSOR $ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	ASSOCIATE PROFESSOR F.T.E. W.	ASSOCIATE PROFESSOR Average Salary Men	ASSOCIATE PROFESSOR Average Salary Women	ASSOCIATE PROFESSOR $ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	ASSISTANT PROFESSOR F.T.E. W.	ASSISTANT PROFESSOR Average Salary Men	ASSISTANT PROFESSOR Average Salary Women	ASSISTANT PROFESSOR $ Diff M-W	INSTRUCTOR F.T.E M.	INSTRUCTOR F.T.E W.	INSTRUCTOR Average Salary Men	INSTRUCTOR Average Salary Women	INSTRUCTOR $ Diff M-W
5501	State Operations	34.7	3.0				21.75	5.6				18.95	1.85				14.75	4.0			
5502	Field Operations	1.8	.0				11.8	2.0				44.8	7.0				144.0	77.0			
55XX	Cooperative Extension	36.5	3.0	18583	18202	381	33.55	7.6	15784	14639	1145	63.75	8.85	13702	12345	1357	158.75	81.0	11352	9686	1666
	Men and Women	36.5	3.0/2	18583	18202	381	33.55	7.6/2	15784	14639	1145	63.75	8.85/2	13702	12345	1347	158.75	81.0/2	11352	9686	1666
	Men Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

Note: Salary Information is not available for Departments 5501 & 5502.

UNIVERSITY TOTALS

SUMMARY OF F. T. E. AND AVERAGE SALARY FOR O.S.U. PERSONNEL

Dept. No.	Department Name	PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
		F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
	Totals	277.90	18.60	21071	17694	3377	217.75	44.05	18253	14693	3560	230.25	74.45	15529	12257	3272	247.40	160.65	11989	9594	2395
	Men and Women	74.25	9.95/6	21266	17761	3505	71.95	23.05/11	17389	15114	2275	116.40	69.70/20	14342	12178	2164	189.60	125.85/8	11457	9531	1926
	Men Only	203.65	0.0/68	21000			145.80	0.0/50	18680			113.85	0.0/49	16338			57.80	0.0/29	13736		
	Women Only	0.0	8.65/3		17616		0.0	21.00/4		14231		0.0	4.75/1	13414			0.0	34.80/5		9825	

DIFFERENTIAL ANALYSIS
FACULTY: 9 MONTH
BY RANK, BY SEX,
BY COLLEGE
FOR AVERAGE SALARY

College No.	College Name	Chairman			Professor			Associate			Assistant			Instructor			Total 9 Mo. Faculty		
		Men	Women	$Diff	Men	Women	$Diff	Men	Women	$Diff	Men	Women	$Diff	Men	Women	$Diff	Men	Women	$Diff
02XX	Arts	19539	17532	2007	15696	13752	1944	13316	11747	1569	11428	10471	957	9404	8707	697	12854	10114	2740
03XX	Biological Sciences	-	-	-	15737	-	-	13426	-	-	11888	12528	(640)	7968	-	-	14194	12528	1666
05XX	Humanities	22486	23088	602	19510	17619	1891	14147	13710	437	11138	10503	635	9086	8289	797	13720	11203	2517
06XX	Math & Physical Sciences	27790	-	-	20261	-	-	14779	13008	1771	12225	11928	297	10968	9168	1800	16335	11777	4558
07XX	Social & Behavioral Science	23289	-	-	19812	16611	3201	15170	14328	842	12342	11448	894	11141	10908	233	15522	13839	1683
09XX	University College	-	-	-	15408	-	-	12072	-	-	10865	10148	717	9276	9142	134	10213	9444	769
1000	Administrative Sciences	20892	-	-	20733	-	-	15691	15128	563	14720	12808	1912	-	-	-	17568	13968	3600
11XX	Agriculture & Home Economics	-	-	-	-	12912	-	-	11036	-	-	10977	-	-	8688	-	-	10827	-
12XX	Education	17808	17328	480	18372	16923	1449	14715	12754	1961	12855	11262	1593	8435	8654	219	15745	12225	3520
14XX	Engineering	24004	-	-	18922	-	-	14847	-	-	12543	11568	975	-	-	-	16387	11568	4819
18XX	Pharmacy	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
21XX	Dentistry	-	-	-	20656	-	-	17228	-	-	13844	7416	6428	11200	7440	3760	14081	7434	6647
23XX	Law	-	-	-	23186	20928	2258	17568	-	-	15528	-	-	-	-	-	22488	20928	1560

DIFFERENTIAL ANALYSIS
FACULTY: 9 MONTH
BY RANK, BY SEX,
BY COLLEGE
FOR AVERAGE SALARY

College No.	College Name	Chairman			Professor			Associate			Assistant			Instructor			Total 9 Mo. Faculty		
		Men	Women	$Diff	Men	Women	$Diff	Men	Women	$Diff	Men	Women	$Diff	Men	Women	$Diff	Men	Women	$Diff
25XX	Medicine	-	-	-		11190		16434	-	-	10397	10032	365		9282		10397	10213	184
27	Optometry	-	-	-	22650	-	-	-	-	-	11435	-	-		9048		15741	9048	6693
29	Veterinary Medicine	-	-	-	-	-	-	-	-	-	-	-	-	-	9048	-		9048	
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
54XX	Other Auxilliary	-	-	-	-	-	-	-	-	-	-	-	-	11358	-	-	4358	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Total University All Funds	23854	20259	3600	19213	16077	3136	14650	12785	1865	12129	10841	1288	9501	8770	731	15091	11286	3805

COLLEGE OF ARTS AND SCIENCES
COMPARISON OF MEN AND WOMEN SALARIES FOP NINE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	INSTRUCTOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
0100	Arts and Sciences	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

COLLEGE OF THE ARTS
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E M.	PROFESSOR F.T.E W.	PROFESSOR Average Salary Men	PROFESSOR Average Salary Women	PROFESSOR $ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	ASSOCIATE PROFESSOR F.T.E. W	ASSOCIATE PROFESSOR Average Salary Men	ASSOCIATE PROFESSOR Average Salary Women	ASSOCIATE PROFESSOR $ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	ASSISTANT PROFESSOR F.T.E. W	ASSISTANT PROFESSOR Average Salary Men	ASSISTANT PROFESSOR Average Salary Women	ASSISTANT PROFESSOR $ Diff M-W	INSTRUCTOR F.T.E. M.	INSTRUCTOR F.T.E. W.	INSTRUCTOR Average Salary Men	INSTRUCTOR Average Salary Women	INSTRUCTOR $ Diff M-W
0200	Arts Administration	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0215	Division of Art	9.0	0.0	15664			6.0	2.0	12566	11052	1514	2.0	0.0	10788			6.0	0.0	9528		
0225	Art Education	0.0	0.0				1.0	0.0	14448			3.0	0.0	10768			0.0	1.0		7968	
0230	Design	2.0	0.0	14850			3.0	0.0	13208			0.0	1.0		11208		0.0	0.0			
0235	History of Art	3.0	0.0	16048			1.0	0.0	15768			2.0	1.0	11748	10848	900	3.0	3.0	10008	8688	1320
0241	Dance	0.0	0.0				0.0	3.0		12288		0.0	3.45		10476		3.0	0.0	8344		
0262	Music, School of	15.0	2.0	15559	13752	1807	12.0	3.0	13238	11672	1566	10.35	4.0	10438	10188	250	7.0	2.0	9493	9108	385
0280	Theatre	2.0	0.0	17190			3.0	0.0	14048			2.0	0.0	11688			2.0	0.0	9408		
02XX	College of The Arts	31.0	2.0	15696	13752	1944	26.0	8.0	13316	11747	1569	19.35	9.45	11428	10471	957	21.0	6.0	9404	8707	697
	Men and Women	15.0	2.0/1	15559	13752	1807	18.0	5.0/2	13014	11424	1590	12.35	5.0/2	10650	10320	330	10.0	5.0/2	9648	8856	792
	Men Only	16.0	0.0/4	15825			8.0	0.0/4	13998			7.0	0.0/3	11037			11.0	0.0/4	9183		
	Women Only	0.0	0.0/0				0.0	3.0/1		12288		0.0	4.45/2		10640		0.0	1.0/1		7968	

COLLEGE OF BIOLOGICAL SCIENCES
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	PROFESSOR F.T.E. W.	PROFESSOR Average Salary Men	PROFESSOR Average Salary Women	PROFESSOR $ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	ASSOCIATE PROFESSOR F.T.E. W.	ASSOCIATE PROFESSOR Average Salary Men	ASSOCIATE PROFESSOR Average Salary Women	ASSOCIATE PROFESSOR $ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	ASSISTANT PROFESSOR F.T.E. W.	ASSISTANT PROFESSOR Average Salary Men	ASSISTANT PROFESSOR Average Salary Women	ASSISTANT PROFESSOR $ Diff M-W	INSTRUCTOR F.T.E. M.	INSTRUCTOR F.T.E. W.	INSTRUCTOR Average Salary Men	INSTRUCTOR Average Salary Women	INSTRUCTOR $ Diff M-W
0300	Biological Science administration	0.0	0.0				0.0	0.0				0.0	0/0				0.0	0.0			
0303	Ancillary Facilities and Services	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0310	Biochemistry and Molecular Biology	0.0	0.0				1.0	0.0	16008			0.0	1.0		12528		0.0	0.0			
0321	Biophysics	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0326	Core Program	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0330	Entomology	4.0	0.0	15168			0.0	0.0				0.0	0.0				0.0	0.0			
0340	Genetics	1.0	0.0	15408			0.0	0.0				0.0	0.0				1.0	0.0	7968		
0350	Microbial and Cellular Biology	2.0	0.0	17748			1.0	0.0	13608			0.0	0.0				0.0	0.0			
0360	Nutrition	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0380	Organismic & Developmental Biology	4.0	0.0	15912			2.0	0.0	12162			3.0	0.0	11848			0.0	0.0			
0390	Population & Environmental Biology	5.0	0.0	15314			2.0	0.0	13426			3.0	0.0	11928			0.0	0.0			
0395	Vision	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			

COLLEGE OF BIOLOGICAL SCIENCES
COMPARISON OF MEN AND WOMEN SALAPIES FOR NINE MONTH FACULTY, BY RANK

		PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
Dept. No.	Department Name	F.T.E. M.	F.T.E. W	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
03XX	College of Biological Sciences	16.0	0.0	15737			6.0	0.0	13426			6.0	1.0	11888	12528	(640)	1.0	0.0	7968		
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	16.0	0.0/5	15737			6.0	0.0/4	13426			6.0	0.0/2	11888			1.0	0.0/1	7968		
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	1.0/1		12528		0.0	0.0/0			

L-33

COLLEGE OF HUMANITIES
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

		PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
Dept. No.	Department Name	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
0500	Humanities Administration	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0502	Black Studies	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0505	Medieval Studies, Center for	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0509	Classics	3.0	0.0	18464			2.0	0.0	13548			3.0	1.0	11488	10728	760	0.0	0.0			
0518	Comparative Literature	0.0	0.0				0.0	0.0				0.0	1.0		9528		1.55	0.0	10784		
0527	East Asian Languages	2.0	0.0	19788			2.0	0.0	14928			2.0	0.0	11328			1.0	1.0	8568	8088	480
0537	English	11.0	1.0	18353	17088	1265	9.0	2.0	14084	14070	14	18.0	8.0	11134	10366	768	6.0	5.65	8628	8079	549
0547	German	3.0	1.0	22356	18732	3624	3.0	1.0	14688	14328	360	6.0	2.0	10442	10788	(346)	5.0	0.0	8808		
0557	History	14.0	1.0	19445	16368	3077	7.0	1.5	14585	14624	(39)	9.0	1.0	10701	11448	(747)	15.0	3.0	8904	8528	376
0566	Linguistics	1.0	0.0	22248			2.0	1.0	15228	13088	2220	1.0	0.0	13008			0.0	0.0			
0575	Philosophy	4.0	0.0	21687			7.0	0.0	13865			3.0	0.0	11128			1.0	0.0	10128		
0584	Romance Languages and Literatures	6.0	1.0	19676	18288	1388	5.0	1.0	13992	13128	864	6.0	0.0	11642			4.45	2.0	9926	8628	1298
0593	Slavic Languages & Literatures	3.0	0.0	17928			3.0	1.0	12848	12288	560	3.0	2.0	11768	10668	1100	0.0	0.0			

COLLEGE OF HUMANITIES
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
		F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff
		M.	W.	Men	Women	M-W	M	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W
06XX	College of Humanities	47.0	4.0	19510	17619	1891	40.0	7.5	14147	13710	437	51.0	15.0	11138	10503	635	34.0	11.65	9086	8290	796
	Men and Women	34.0	4.0/4	19389	17619	1770	29.0	7.5/6	14206	13710	496	39.0	14.0/5	11004	10573	431	26.45	11.65/4	9001	8290	
	Men Only	13.0	0.0/3	19826			11.0	0.0/3	14001			12.0	0.0/4	11575			.55	0.0/3	9389		
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	1.0/1		9528		0.0	0.0/0			

L-35

COLLEGE OF MATHEMATICS AND PHYSICAL SCIENCES
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

		PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
		F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff	F.T.E.		Average Salary		$ Diff
Dept. No.	Department Name	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W	M.	W.	Men	Women	M-W
0600	Mathematics and Physical Sciences	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0614	Astronomy	2.0	0.0	21510			3.0	0.0	21510			3.0	0.0	11768			0.0	0.0			
0628	Chemistry	21.0	0.0	19538			5.0	0.0	14246			8.0	0.0	12213			0.0	0.0			
0642	Geodetic Science	1.0	0.0	24768			3.0	0.0	18248			0.0	0.0				0.0	0.0			
0656	Geology	8.0	0.0	17016			2.4	0.0	13575			5.0	0.0	12576			0.0	0.0			
0671	Mathematics	16.0	0.0	23323			20.5	2.0	14639	13008	1631	18.0	1.0	12214	11928	286	1.0	1.0	10968	9168	1800
0684	Physics	21.0	0.0	19276			13.0	0.0	14724			11.0	0.0	12353			0.0	0.0			
0694	Statistics	2.0	0.0	23190			2.0	0.0	14928			3.0	0.0	11728			0.0	0.0			
06XX	College of Mathematics and Physical Science	71.0	0.0	20261			48.9	2.0	14779	13008	1771	48.0	1.0	12225	11928	297	1.0	1.0	10968	9168	1800
	Men and Women	0.0	0.0/0				20.5	2.0/1	14639	13008	1631	18.0	1.0/1	12214	11928	286	1.0	1.0/1	10968	9168	1800
	Men Only	71.0	0.0/7	20261			28.4	0.0/6	15646			30.0	0.0/5	12232			0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

COLLEGE OF SOCIAL AND BEHAVIORAL SCIENCES
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

Dept. No	Department Name	PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
		F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
0700	Social and Behavioral Sciences Administration	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0711	Anthropology	0.0	1.0		17172		1.0	0.0	15408			5.0	0.0	12696			0.0	0.0			
0722	Economics	10.0	1.0	20427	15492	4935	4.9	1.0	16170	14488	1722	19.0	0.0	12888			0.0	0.0			
0733	Geography	3.0	0.0	16156			3.0	0.0	16278			2.0	0.0	12048			0.0	0.0			
0744	Journalism, School of	2.0	0.0	19350			6.0	0.0	16688			6.0	0.0	12528			1.0	1.0	10488	10608	(120)
0755	Political Science	3.0	0.0	16464			5.0	0.0	14016			6.0	0.0	11248			6.0	0.0	10928		
0766	Phychology	18.0	1.0	19712	15528	4184	7.0	0.0	14002			9.0	1.0	11221	11568	(347)	0.0	0.0			
0777	Sociology	13.0	0.0	20537			2.0	1.0	14448	12168	2280	7.0	2.0	12133	11388	745	0.0	1.0		11208	
0788	Speech	7.0	1.0	20929	18252	2677	2.0	2.0	13410	15348	(1938)	5.7	0.0	13256			2.0	0.0	12108		
07XX	College of Social and Behavioral Sciences	56.0	4.0	19812	16611	3201	30.9	4.0	15170	14328	842	59.7	3.0	12342	11448	894	9.0	2.0	11141	10908	233
	Men and Women	35.0	3.0/3	20160	16424	3736	8.9	4.0/3	15163	14338		16.0	3.0/2	11620	11448	172	1.0	1.0/1	10488	10608	(120)
	Men Only	21.0	0.0/4	19216			22.0	0.0/5	15122			43.7	0.0/6	12601			8.0	0.0/2	11223		
	Women Only	0.0	1.0/1		17172		0.0	0.0/0				0.0	0.0/0				0.0	1.0/1		11208	

UNIVERSITY COLLEGE
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	INSTRUCTOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
0900	University College Administration	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
0928	Lima Campus	1.0	0.0	16728			2.0	0.0	12288			6.0	1.0	11348	9648	1700	14.0	7.0	9279	9219	60
0942	Mansfield Campus	0.0	0.0				2.0	0.0	12048			11.0	1.0	10706	10128	578	11.0	5.0	9484	9168	316
0956	Marion Campus	1.0	0.0	14088			1.0	0.0	11688			2.0	1.0	10248	9888	360	6.0	0.0	8876		
0971	Newark Campus	0.0	0.0				0.0	0.0				4.0	3.0	10888	10408	488	6.0	2.0	9288	8808	480
09XX	University College	2.0	0.0	15408			5.0	0.0	12072			23.0	6.0	10865	10148	717	37.0	14.0	9276	9142	134
	Men and Women	0.0	0.0/0				0.0	0.0/0				23.0	6.0/4	10865	10148	717	31.0	14.0/3	9353	9142	211
	Men Only	2.0	0.0/2	15408			5.0	0.0/3	12072			0.0	0.0/0				6.0	0.0/1	8876		
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

COLLEGE OF ADMINISTRATIVE SCIENCES
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	PROFESSOR F.T.E. W.	PROFESSOR Average Salary Men	PROFESSOR Average Salary Women	PROFESSOR $ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	ASSOCIATE PROFESSOR F.T.E. W.	ASSOCIATE PROFESSOR Average Salary Men	ASSOCIATE PROFESSOR Average Salary Women	ASSOCIATE PROFESSOR $ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	ASSISTANT PROFESSOR F.T.E. W.	ASSISTANT PROFESSOR Average Salary Men	ASSISTANT PROFESSOR Average Salary Women	ASSISTANT PROFESSOR $ Diff M-W	INSTRUCTOR F.T.E. M.	INSTRUCTOR F.T.E. W.	INSTRUCTOR Average Salary Men	INSTRUCTOR Average Salary Women	INSTRUCTOR $ Diff M-W
1000	Administrative Sciences Administration	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1014	Accounting	4.65	0.0	21669			5.0	0.0	15662			3.0	1.0	15168	12408	2760	0.0	0.0			
1035	Finance	5.5	0.0	20535			7.9	0.0	15261			0.0	0.0				0.0	0.0			
1043	Management Science	0.7	0.0	20098			5.0	0.0	16368			5.0	0.0	14544			0.0	0.0			
1050	Marketing	9.0	0.0	20988			4.0	0.0	15648			1.0	0.0	14328			0.0	0.0			
1056	Division of Continuing Education	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1070	Division of Research	0.75	0.0	19064			0.5	0.0	18696			0.0	0.0				0.0	0.0			
1077	Public Administration	2.5	0.0	21283			0.3	0.0	15000			0.0	0.0				0.0	0.0			
1084	Social Work, School of	5.0	0.0	19682			8.0	3.0	15573	15128	445	2.0	2.0	14688	13008	1680	0.0	0.0			
10XX	College of Administrative Science	28.1	0.0	20733			30.7	3.0	15691	15128	563	11.0	3.0	14720	12808	1912	0.0	0.0			
	Men and Women	0.0	0.0/0				8.0	3.0/1	15573	15128	445	5.0	3.0/2	14976	12808	2120	0.0	0.0/0			
	Men Only	28.1	0.0/7	20733			22.7	0.0/6	15734			6.0	0.0/2	14508			0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

COLLEGE OF AGRICULTURE AND HOME ECONOMICS
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	INSTRUCTOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
1100	Agriculture and Home Economics Administration	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1105	A.I.D. Brazil	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1109	A.I.D. India	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1114	Agricultural Economics	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1118	Agricultural Education	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1123	Agricultural Engineering	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1127	Agronomy	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1132	Animal Science	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1141	Dairy Science	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1145	Dairy Technology	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1149	Farm Operations	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1154	Farm Science Review	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1158	Home Economics, School of	0.0	2.0		12912		0.0	6.8		11036		0.0	5.5		10977		0.0	3.0		8688	
1163	Horticulture	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			

COLLEGE OF AGRICULTURE AND HOME ECONOMICS
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	PROFESSOR F.T.E. W.	PROFESSOR Average Salary Men	PROFESSOR Average Salary Women	PROFESSOR $ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	ASSOCIATE PROFESSOR F.T.E. W.	ASSOCIATE PROFESSOR Average Salary Men	ASSOCIATE PROFESSOR Average Salary Women	ASSOCIATE PROFESSOR $ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	ASSISTANT PROFESSOR F.T.E. W.	ASSISTANT PROFESSOR Average Salary Men	ASSISTANT PROFESSOR Average Salary Women	ASSISTANT PROFESSOR $ Diff M-W	INSTRUCTOR F.T.E. M.	INSTRUCTOR F.T.E. W.	INSTRUCTOR Average Salary Men	INSTRUCTOR Average Salary Women	INSTRUCTOR $ Diff M-W
1173	Natural Resources School of	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1175	Ohio Biological Survey	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1178	Plant Pathology	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1187	Poultry Science	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1192	Center for Vocational and Technical Education	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
11XX	College of Agriculture and Home Economics	0.0	2.0		12912		0.0	6.8		11036		0.0	5.5		10977		0.0	3.0		8688	
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Women Only	0.0	2.0/1		12912		0.0	6.8/1		11036		0.0	5.5/1		10977		0.0	3.0/1		8688	

COLLEGE OF EDUCATION
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	INSTRUCTOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
1200	Education Administration	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1221	A.I.D. India	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1240	Education	52.0	5.0	18517	17863	654	20.6	9.0	15182	12844	2338	14.0	3.0	12936	12928	8	0.0	1.65		8760	
1265	Health, Physical Ed. & Recreation	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1270	Div. of Physical Ed.-Men	5.0	0.0	16882			6.9	0.0	13321			5.65	0.0	12653			8.85	0.0	8435		
1275	Div. of Physical Ed.-Women	0.0	4.0		15749		0.0	3.0		12484		0.0	8.0		10638		0.0	9.0		8634	
12XX	College of Education	57.0	9.0	18372	16923	1449	27.5	12.0	14715	12754	1961	19.65	11.0	12855	11262	1593	8.85	10.65	8435	8654	219
	Men and Women	52.0	5.0/1	18517	17863	654	20.6	9.0/1	15182	12844	2338	14.0	3.0/1	12936	12928	8	0.0	0.0/0			
	Men Only	5.0	0.0/1	16882			6.9	0.0/1	13321			5.65	0.0/1	12653			8.85	0.0/1	8435		
	Women Only	0.0	4.0/1		15749		0.0	3.0/1		12484		0.0	8.0/1		10638		0.0	10.65/2		8654	

COLLEGE OF ENGINEERING
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	INSTRUCTOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
1400	Engineering Administration	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1405	Aeronautical & Astronautical Engineering	2.0	0.0	18708			1.0	0.0	13092			0.0	0.0				0.0	0.0			
1410	Architecture	5.0	0.0	17049			2.0	0.0	14808			2.5	0.0	11568			1.0	0.0	9768		
1415	Aviation	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1420	Ceramic Engineering	1.0	0.0	16572			3.0	0.0	14128			0.0	0.0				0.0	0.0			
1425	Chemical Engineering	5.0	0.0	19346			4.0	0.0	15948			1.0	0.0	13368			0.0	0.0			
1430	Civil Engineering	4.0	0.0	17670			2.5	0.0	13756			1.0	0.0	11928			0.0	0.0			
1435	Computer & Information Science	0.0	0.0				1.0	0.0	16728			1.0	0.0	14088			0.0	0.0			
1440	Kanpur Indo-American Program	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1445	Electrical Engineering	18.0	0.0	19540			4.0	0.0	15078			3.0	0.0	13008			1.0	0.0	10128		
1452	Engineering Experiment Station	0.0	0.0				0.0	0.0				1.0	0.0	13368			0.0	0.0			

COLLEGE OF ENGINEERING
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

		PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
Dept. No.	Department Name	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
1458	Engineering Graphics	5.0	0.0	16915			2.0	0.0	14868			2.0	0.0	10068			1.0	0.0	11328		
1460	Engineering Mechanics	3.75	0.0	18587			4.0	0.0	13428			1.0	1.0	11208	11368	(360)	0.0	0.0			
1465	Industrial Engineering	3.0	0.0	19836			5.0	0.0	16272			3.0	0.0	14968			0.0	0.0			
1470	Mechanical Engineering	8.0	0.0	19299			4.0	0.0	14028			7.0	0.0	12150			0.0	0.0			
1477	Metallurgical Engineering	8.0	0.0	19984			3.0	0.0	14688			0.0	0.0				0.0	0.0			
1480	Mineralogy	2.0	0.0	15222			1.0	0.0	12888			0.0	0.0				0.0	0.0			
1485	Photography & Cinema	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
1495	Welding Engineering	1.0	0.0	27288			2.0	0.0	16728			1.0	0.0	13728			0.0	0.0			
14XX	College of Engineering	65.75	0.0	18922			38.5	0.0	14847			23.5	1.0	12543	11568	975	3.0	0.0	10408		
	Men and Women	0.0	0.0/0				0.0	0.0/0				1.0	1.0/1	11208	11568	(360)	0.0	0.0/0			
	Men Only	65.75	0.0/13	18922			38.5	0.0/14	14847			22.5	0.0/10	12645			3.0	0.0/3	10408		
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

COLLEGES OF PHARMACY, DENTISTRY AND LAW
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	INSTRUCTOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
1800	Pharmacy	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
2100	Dentistry	1.5	0.0	20656			3.35	0.0	17228			13.1	1.0	13844	7416	6428	6.0	3.0	11200	7440	3760
	Men and Women	0.0	0.0/0				0.0	0.0/0				13.1	1.0/1	13844	7416	6428	6.0	3.0/1	11200	7440	3760
	Men Only	1.5	0.0/1	20656			3.35	0.0/1	17228			0.0	0.0/0				0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
2300	Law Administration	17.0	1.0	23186	20928	2258	1.0	0.0	17568			1.0	0.0	15528			0.0	0.0			
	Men and Women	17.0	1.0/1	23186	20928	2258	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	0.0	0.0/0				1.0	0.0/1	17568			1.0	0.0/1	15528			0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

COLLEGE OF MEDICINE
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

		PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
Dept. No.	Department Name	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
2500	Medicine Administration	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2504	Allied Medical Professions, School of	0.0	0.0				0.0	0.0				0.0	0.0				0.0	1.0		8676	
2510	Anatomy	0.0	0.0				0.0	0.0				0.7	0.0	10397			0.0	0.0			
2511	Anesthesiology	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2515	Medical Microbiology	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2520	Medical Shop	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2525	Medicine	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2530	Nursing, School of	0.0	1.0		11088		0.0	0.0				0.0	0.5		10032		0.0	1.0		9888	
2535	Obstetrics and Gynecology	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2540	Ophthalmology	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2545	Otolaryngology	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2550	Pathology	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2555	Pediatrics	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			

COLLEGE OF MEDICINE
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK
(Continued)

Dept. No.	Department Name	PROFESSOR F.T.E. M.	PROFESSOR F.T.E. W.	PROFESSOR Average Salary Men	PROFESSOR Average Salary Women	PROFESSOR $ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	ASSOCIATE PROFESSOR F.T.E. W.	ASSOCIATE PROFESSOR Average Salary Men	ASSOCIATE PROFESSOR Average Salary Women	ASSOCIATE PROFESSOR $ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	ASSISTANT PROFESSOR F.T.E. W.	ASSISTANT PROFESSOR Average Salary Men	ASSISTANT PROFESSOR Average Salary Women	ASSISTANT PROFESSOR $ Diff M-W	INSTRUCTOR F.T.E. M.	INSTRUCTOR F.T.E. W.	INSTRUCTOR Average Salary Men	INSTRUCTOR Average Salary Women	INSTRUCTOR $ Diff M-W
2560	Pharmacology	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2565	Physical Medicine	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2570	Physiological Chemistry	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2575	Physiology	0.0	1.0		11292		0.0	0.0				0.0	0.0				0.0	0.0			
2580	Preventive Medicine	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2585	Psychiatry	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2590	Radiology	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2595	Surgery	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
25XX	College or Medicine	0.0	2.0		11190		0.0	0.0				0.7	0.5	10397	10032	365	0.0	2.0		9282	
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	0.0	0.0/0				0.0	0.0/0				0.7	0.0/1	10397			0.0	0.0/0			
	Women Only	0.0	2.0/2		11190		0.0	0.0/0				0.0	0.5/1		10032		0.0	2.0/2		9282	

COLLEGE OF OPTOMETRY
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	INSTRUCTOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
2700	Optometry Administration	2.0	0.0	22650			0.0	0.0				0.85	0.0	11435			2.35	1.0	11420	9048	2372
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				2.35	1.0/1	11420	9048	2372
	Men Only	2.0	0.0/1	22650			0.0	0.0/0				0.85	0.0/1	11435			0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

COLLEGE OF VETERINARY MEDICINE
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

		PROFESSOR					ASSOCIATE PROFESSOR					ASSISTANT PROFESSOR					INSTRUCTOR				
Dept. No.	Department Name	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W	F.T.E. M.	F.T.E. W.	Average Salary Men	Average Salary Women	$ Diff M-W
2900	Veterinary Medicine Administration	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2910	Veterinary Anatomy	0.0	0.0				0.0	0.0				0.0	0.0				0.0	1.0		9048	
2925	Veterinary Clinical Science	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2943	Veterinary Microbiology and Parasitology	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2954	Veterinary Pathology	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2965	Veterinary Physiology and Pharmacology	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2976	Veterinary Preventive Medicine	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
2987	Veterinary Surgery and Radiology	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
29XX	College of Veterinary Medicine	0.0	0.0				0.0	0.0				0.0	0.0				0.0	1.0		9048	
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	1.0/1		9048	

DIVISION OF ACADEMIC AFFAIRS
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	INSTRUCTOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
4210	Research & Sponsored Programs, Office of	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

DIVISION OF EDUCATIONAL SERVICES
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE-MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	W.	Average Salary Men	Woman	$ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	INSTRUCTOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
4433	Listening Center	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
4435	Library	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
44XX	Division of Educational Services	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

OTHER AUXILIARY ENTERPRISES
COMPARISON OF MEN AND WOMEN SALAIRES FOR NINE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	INSTRUCTOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
5414	Athletics	0.0	0.0				0.0	0.0				0.0	0.0				1.0	0.0	11358		
5440	Meats Laboratory	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
54XX	Other Auxiliary Enterprises	0.0	0.0				0.0	0.0				0.0	0.0				1.0	0.0	11358		
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				1.0	0.0/1	11358		
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

COOPERATIVE EXTENSION
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W	INSTRUCTOR F.T.E. M.	W.	Average Salary Men	Women	$ Diff M-W
5501	State Operations	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
5502	Field Operations	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
55XX	Cooperative Extension	0.0	0.0				0.0	0.0				0.0	0.0				0.0	0.0			
	Men and Women	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Men Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			
	Women Only	0.0	0.0/0				0.0	0.0/0				0.0	0.0/0				0.0	0.0/0			

UNIVERSITY TOTALS
COMPARISON OF MEN AND WOMEN SALARIES FOR NINE MONTH FACULTY, BY RANK

Dept. No.	Department Name	PROFESSOR F.T.E. M.	PROFESSOR F.T.E. W.	PROFESSOR Average Salary Men	PROFESSOR Average Salary Women	PROFESSOR $ Diff M-W	ASSOCIATE PROFESSOR F.T.E. M.	ASSOCIATE PROFESSOR F.T.E. W.	ASSOCIATE PROFESSOR Average Salary Men	ASSOCIATE PROFESSOR Average Salary Women	ASSOCIATE PROFESSOR $ Diff M-W	ASSISTANT PROFESSOR F.T.E. M.	ASSISTANT PROFESSOR F.T.E. W.	ASSISTANT PROFESSOR Average Salary Men	ASSISTANT PROFESSOR Average Salary Women	ASSISTANT PROFESSOR $ Diff M-W	INSTRUCTOR F.T.E. M.	INSTRUCTOR F.T.E. W.	INSTRUCTOR Average Salary Men	INSTRUCTOR Average Salary Women	INSTRUCTOR $ Diff M-W
	TOTALS	394.35	24.0	19218	16078	3140	257.85	43.30	14651	12785	1866	276.85	57.45	12126	10842	1284	124.20	55.30	9502	8770	732
	Men and Women	153.0	15.0/10	19315	17143	2173	105.0	30.5/14	14463	13256	8793	141.45	37.0/19	11852	10891	961	77.8	36.65/14	9511	8731	780
	Men Only	241.35	0.0/48	19145			152.85	0.0/48	14916			135.4	0.0/36	12413			46.4	0.0/16	9486		
	Women Only	0.0	9.0/5		14264		0.0	12.8/3		11669		0.0	20.45/7		10753		0.0	18.65/9		8848	

SUMMARY OF AVERAGE SALARY AND F.T.E.
FOR DEPARTMENTAL CHAIRMEN

DEPARTMENT	9-MONTH					12-MONTH				
	FTE		AVERAGE SALARY		DIFF	FTE		AVERAGE SALARY		DIFF
	M	W	M	W	.M-W	M	W	M	W	M-W
0200 Arts Admin.										
0215 Div. of Art						1.0		22488		
0225 Art Education	1.0		22452							
0230 Design	1.0		18888							
0235 History of Art	1.0		17208							
0241 Dance		1.0		17532						
0262 Music, Sch. of										
0280 Theatre	1.0		19608							
02XX College of the Arts	4.0	1.0	19539	17532	2007	1.0	0.0	22488		
0300 Bio. Sci. Admin.										
0303 Ancillary Fac. & Serv.										
0310 Biochem. & Mole. Bio.						1.0		21648		
0321 Biophysics						1.0		24528		
0326 Core Program										
0330 Entomology						1.0		26298		
0340 Genetics						1.0		26088		
0350 Microbial & Cell.Bio.										
0360 Nutrition										
0380 Org. & Dev. Biology						1.0		20688		
0390 Pop. & Environ. Bio.						1.0		22968		
0395 Vision										
03XX Coll. of Bio. Sci.	0.0	0.0				6.0	0.0	23703		
0500 Humanities Admin.										
0502 Black Studies										
0505 Medieval Stu. Cen. for	1.0		18048							
0509 Classics	1.0		18288							
0518 Comp. Lit.										

SUMMARY OF AVERAGE SALARY AND F.T.E. FOR DEPARTMENTAL CHAIRMEN (Continued)

DEPARTMENT	9-MONTH					12-MONTH				
	FTE		AVERAGE SALARY		DIFF	FTE		AVERAGE SALARY		DIFF
	M	W	M	W	M-W	M	W	M	W	M-W
0527 East Asian Lang.										
0537 English	1.0		25248							
0547 German	1.0		20088							
0557 History	1.0		25836							
0566 Linguistics		1.0		23088						
0575 Philosophy	1.0		24168							
0584 Romance Lang. & Lit.		1.0		23088						
0593 Slavic Lang. & Lit.	1.0		25728							
05XX College of Human.	7.0	2.0	22486	23088	(602)	0.0	0.0			
0600 Math. & Phys. Sci.										
0614 Astronomy	1.0		24036							
0628 Chemistry	1.0		27408							
0642 Geodetic Sci.	1.0		27768							
0656 Geology						1.0		26088		
0671 Mathematics	1.0		30048							
0684 Physics	1.0		29688							
0694 Statistics										
06XX Coll. of Math & Phys. Sci.	5.0	0.0	27790			1.0	0.0	26088		
0700 Soc. & Beh. Sci. Adm.										
0711 Anthropology	1.0		22248							
0722 Economics	1.0		23808							
0733 Geography						1.0		27408		
0744 Journalism, Sch. of						1.0		28008		
0755 Political Sci.	1.0		20088							
0766 Phychology						1.0		26772		
0777 Sociology	1.0		26808							

SUMMARY OF AVERAGE SALARY AND F.T.E. FOR DEPARTMENTAL CHAIRMEN (Continued)

DEPARTMENT	9-MONTH					12-MONTH				
	FTE		AVERAGE SALARY		DIFF	FTE		AVERAGE SALARY		DIFF
	M	W	M	W	M-W	M	W	M	W	M-W
0788 Speech	1.0		23448							
07XX Coll. of Soc. & Behav. Sci.	5.0	0.0	23280			3.0	0.0	27396		
0900 Univ. Coll. Admin.										
0928 Lima Campus										
0942 Mansfield Campus										
0956 Marion Campus										
0971 Newark Campus										
09XX University College	0.0	0.0				0.0	0.0			
1000 Admin. Sci. Admin.										
1014 Accounting						1.0		26928		
1028 A.I.D. Africa										
1035 Finance										
1043 Management Science	1.0		20892							
1050 Marketing										
1056 Div. of Cont. Edu.						1.0		20568		
1070 Div. of Research										
1077 Public Admin.						1.0		13200		
1084 Soc. Work, Sch. of						1.0		26808		
10XX Coll of Admin. Sci.	1.0	0.0	20892			4.0	0.0	21876		
1100 Agr. & Home Ec. Adm.										
1105 A.I.D. Brazil										
1114 Agr. Economics						0.5		27216		
1118 Agr. Education						0.9		24293		
1123 Agr. Engineering						0.5		28656		
1127 Agronomy						0.5		26424		

SUMMARY OF AVERAGE SALARY AND F.T.E.
FOR DEPARTMENTAL CHAIRMEN (Continued)

DEPARTMENT	9-MONTH					12-MONTH				
	FTE		AVERAGE SALARY		DIFF	FTE		AVERAGE SALARY		DIFF
	M	W	M	W	M-W	M	W	M	W	M-W
1132 Animal Sci.						0.6		25960		
1141 Dairy Sci.						0.6		29080		
1145 Dairy Tech.						0.85		24317		
1149 Farm Operations										
1154 Farm Sci. Review										
1158 Home Ec., Sch. of							0.7		25080	
1163 Horticulture						0.5		27216		
1173 Nat. Res., Sch. of										
1175 Ohio Bio. Survey										
1178 Plant Pathology						0.5		24216		
1187 Poultry Sci.						0.65		21738		
1192 Cent. for Voc. & Tech.										
11XX Coll. of Agr. & Home. Ec.	0.0	0.0				6.1	0.7	25664	25080	584
1200 Education Admin.										
1221 A.I.D. India										
1240 Education										
1265 Health, Phys. Ed. & Recreation, Sch. of										
1270 Div. of Phys. Ed.-Men	1.0		17808							
1275 Div. of Phys. Ed.-Wom.		1.0		17328						
12XX Coll. of Education	1.0	1.0	17808	17328		0.0	0.0			
1400 Eng. Admin.										
1405 Aero. & Astro. Eng.						1.0		29172		
1410 Arch., Sch. of						1.0		22836		
1415 Aviation						1.0		25128		
1420 Ceramic Eng.						1.0		23568		

SUMMARY OF AVERAGE SALARY AND F.T.E.
FOR DEPARTMENTAL CHAIRMEN (Continued)

DEPARTMENT	9-MONTH FTE M	9-MONTH FTE W	9-MONTH AVERAGE SALARY M	9-MONTH AVERAGE SALARY W	9-MONTH DIFF M-W	12-MONTH FTE M	12-MONTH FTE W	12-MONTH AVERAGE SALARY M	12-MONTH AVERAGE SALARY W	12-MONTH DIFF M-W
1425 Chemical Eng.	1.0		24528							
1430 Civil Eng.						1.0		23568		
1435 Comp. & Info. Sci.						1.0		28368		
1440 Kanpur Indo-Am. Prog.										
1445 Elec. Eng.						1.0		29448		
1452 Eng. Exper. Sta.										
1458 Eng. Graphics						1.0		23436		
1460 Eng. Mechanics										
1465 Indus. Eng.	1.0		25956							
1470 Mechanical Eng.						1.0		25848		
1477 Metallurgical Eng.						1.0		31932		
1480 Mineralogy	1.0		21528							
1485 Photo. & Cinema						0.75		25816		
1495 Welding Eng.						1.0		23928		
14XX College of Eng.	3.0	0.0	24004			11.75	0.0	26093		
1800 Pharmacy	0.0	0.0				0.0	0.0			
2100 Dentistry	0.0	0.0				0.0	0.0			
2300 Law Administration	0.0	0.0				0.0	0.0			
2500 Medicine Admin.										
2501 Basic Sci.										
2502 Mental Retardation										
2504 Allied Med. Prof., Sch. of						0.5		27576		
2510 Anatomy						1.0		25932		
2511 Anesthesiology						1.0		20088		

SUMMARY OF AVERAGE SALARY AND F.T.E. FOR DEPARTMENTAL CHAIRMEN (Continued)

DEPARTMENT	9-MONTH					12-MONTH				
	FTE		AVERAGE SALARY		DIFF	FTE		AVERAGE SALARY		DIFF
	M	W	M	W	M-W	M	W	M	W	M-W
2515 Medical Microbio.						0.9		30786		
2520 Medical Shop										
2525 Medicine						1.5		34368		
2530 Nursing, Sch. of							1.0		25128	
2535 Obstetrics & Gyn.						1.0		33408		
2540 Ophthalmology						1.0		20688		
2545 Otolaryngology						1.0		20688		
2550 Pathology						1.0		29928		
2555 Pediatrics						1.0		29328		
2560 Pharmacology						1.0		23292		
2565 Phys. Medicine						1.0		27648		
2570 Physiological Chem.						1.0		24528		
2575 Physiology						1.0		27768		
2580 Preventive Medicine						1.0		28248		
2585 Psychiatry						1.0		34367		
2590 Radiology						1.0		31608		
2595 Surgery						0.9		38280		
25XX Coll. of Medicine	0.0	0.0				17.8	1.0	27888	25128	2983
2700 Optometry Admin.	0.0	0.0				0.0	0.0			
2900 Vet. Med. Admin.										
2910 Vet. Anatomy						1.0		23772		
2925 Vet. Clinical Sci.						1.0		25932		
2943 Vet. Microbio. & Par.										
2954 Vet. Pathology						1.0		30768		
2965 Vet. Phys. & Pharm.										
2976 Vet. Preventive Med.										
29XX Coll. of Vet. Med.	0.0	0.0				3.0	0.0	26824		
UNIVERSITY TOTALS	26.0	4.0	23139	20259	2880	54.15	1.70	26104	25108	996

APPENDIX M

SURVEY OF COMMITTEES

PAGE

1. INTERVIEW GUIDE - TASK FORCE 4 M-1
2. UNIVERSITY COUNCILS AND COMMITTEES M-2
3. COLLEGE AND SCHOOL COMMITTEE SURVEY M-6
4. COMMITTEE ANALYSIS BY TYPE OF COMMITTEE WITHIN COLLEGE M-8

INTERVIEW GUIDE
TASK FORCE 4

Ad Hoc Committee on Status of Women

1. What are the criteria for selecting faculty, students, and staff for committees in the schools, departments, colleges, etc.?
2. Are these criteria adequate for wide representation of faculty and students?
3. How recently have these criteria been reviewed?
4. What committees are you responsible for appointing?
5. What committees are elected by peers such as students for student committees, faculty for faculty committees, etc.?
6. What committees are selected from recommendations by students, faculty and staff?
7. Could you provide me with a list of the current members of committees from each college?

8. What total number of full time faculty do you have in your school/department, of these how many are women?
9. What total number of students do you have in the college, of these how many are women?
10. What are the total number of staff in the college, of these how many are women?

UNIVERSITY COUNCILS AND COMMITTEES

	Faculty				Students			
Councils and Committees	Men	Women	Total	Percent Women	Men	Women	Total	Percent Women
Academic Affairs, Council on	9	2	11	18%	1	2	3	67%
Academic Freedom and Responsibility, Committee on	5	0	5	0%				
Academic Misconduct, Committee on	4	1	5	20%	2	0	2	0%
Administrative Council	28	0	28	0%				
Admissions and Registration Council on	11	1	12	8%				
Athletic Council	5	1	6	17%			***	
Campus Grievances, Advisory Committee on	6	0	6	0%	1	3	4	75%
Campus Planning Advisory Committee	8	0	8	0%	2	0	2	0%
Commencement Committee	17	2	19	11%	2	2	4	50%
Computer Coordinating Committee	6	0	6	0%				
Conference Committee of the Teaching Staff	14	1	15	7%				
Continuing Education, Administrative Advisory Committee on	20	0	20	0%				
Cultural Programs, Advisory Committee on	10	2	12	17%	5	2	7	29%
Development Fund Board	22	1	23	4%				
Distinguished Teaching Alumni Awards Committee for	5	0	5	0%	3	3	6	50%

	Faculty				Students			
Councils and Committees	Men	Women	Total	Percent Women	Men	Women	Total	Percent Women
Engineering Experiment Station, Advisory Council	8	0	8	0%	2	0	2	0%
Faculty Advisory Committee to President and Trustees	7	0	7	0%				
Faculty Council +	132	15	147	10%	26	7	33	21%
Graduate Council +	59	0	59	0%				
Honorary Degrees, Committee on	5	0	5	0%				
Housing Appeals Panel	2	0	2	0%	1	0	1	0%
Instruction and Research Computer Center Advisory Committee	12	0	12	0%				
Learning Resources Computer Center Advisory Committee	15	0	15	0%				
Library Council	10	0	10	0%	0	2	2	100%
Mershon Committee on Education in National Security	7	0	7	0%				
New Faculty Orientation	5	0	5	0%				
OSU Association Alumni Advisory Board	24	3	27	11%				
OSU Association Board of Directors	8	1	9	11%				
OSU Research Foundation Board of Directors	19	0	19	0%				
Ohio Union Council	6	1	7	14%	6	3	9*	33%
Open Housing Panel	6	0	6	0%	3	0	3***	0%
Parking and Traffic, Board of Appeals for	2	2	4	50%	1	0	1	0%

Councils and Committees	Faculty Men	 Women	 Total	 Percent Women	Students Men	 Women	 Total	 Percent Women
Parking and Traffic, Commission on	10	1	11	9%	2	0	2	0%
Patent Advisory Committee	6	0	6	0%	1	0	1	0%
Placement and Related Services Committee	13	8	21	38%				
Program Committee Faculty Council	4	1	5	80%				
Radiation Safety Committee	13	0	13	0%				
Recognitions, Committee on	5	3	8	38%				
Research Council	23	1	24	4%	1	1	2*	50%
Rules, Committee on	3	0	3	0%				
Scholarship and Loan Committee	12	0	12	0%	2	1	3	33%
Selective Service Advisory Committee	7	0	7	0%				
Student Advisory Committee:								
To the President					7	2	9	22%
To the Vice President for Academic Affairs					2	3	5	60%
To the Executive Vice President					4	3	7	43%
To the Vice President for Business and Finance					16	1	17	6%
To the Vice President for Student Affairs					6	1	7	14%

	Faculty				Students			
Councils and Committees	Men	Women	Total	Percent Women	Men	Women	Total	Percent Women
To the Vice President for University Development					6	4	10	40%
To the Vice President for Educational Services					24	2	26	8%
To the Vice President for Medical Affairs					5	1	6	17%
To the Vice President for University College					5	7	12	58%
To the Executive Assistnat to the President					2	3	5	50%
Student Affairs, Council on	6	2	8	25%	6	1	7	14%
University Press Editorial Board	13	0	13	0%				
Water Resources Center Advisory Committee for the	16	0	16	0%			***	
William Green Committee AFL Scholarship	10	0	10	0%				
Totals:	638	49	687	7%	144	54	198	27%
Students & Faculty in the University	2475	529	3004	18%	28438	16661	45009	37%

Footnotes:

- + Includes alternates
- * One to be appointed
- *** Three yet to be appointed

Task Force 4
College and School Committee Summary

College of	Number of Committees	FACULTY MEMBERS Total#	FACULTY MEMBERS %Women	Total # in College	%Women	%Members %College	STUDENT MEMBERS Total#	STUDENT MEMBERS %Women	Total # in College	%Women in College	%Members - %in College
Administrative Sciences	16	136					32	3%	2420	5%	- 2
Agriculture & Home Economics	33	404	8%	217	24%	-16	18	22%	1582	7%	+15
Arts	9	57	26%	137	20%	+ 6	11	18%	789	56%	-38
Biological Sciences	11	90	2%	99	4%	- 2	17	41%	8798	31%	+10
Dentistry	17	115	3%	109	6%	- 3	No Students Listed		596	0%	-
Education	5	85	18%	191	25%	-7	28	50%	6194	69%	-19
Engineering	22	209	0%	225	0%	0	43	-	2099	1%	-
Humanities	7	44	16%	228	18%	- 2	21	29%	8748	31%	- 2
Law	15	62	8%	23	4%	+ 4	No Students Listed		446	6%	-
Math & Physical Sciences	11	60	7%	198	2%	+ 5	18	17%	8748	31%	-14
Medicine	18	229	7%	527	25%	-18	No Students Listed		830	7%	-
Optometry	23	91	2%	19	5%	- 3	No Students Listed		185	7%	-
Pharmacy	12	73	4%	32	16%	-12	22	9%	161	27%	-18
Social & Behavioral Sci.	12	78	5%	194	7%	-	58	41%	8748	31%	+10
Veterinary Medicine	12	74	4%	74	4%	0	5	0%	331	7%	- 7

Task Force 4
College and School Committee Summary

School of	Number of Committees	FACULTY Total#	MEMBERS %Women	Total # in College	%Women	%Members - %College	STUDENT Total#	MEMBERS %Women	Total # in College	College	%Members - %in College
Allied Medical Professions	21	188	38%	13	23%	+12	1	100%	292	87%	+13
Architecture	9	42	0%	16	0%	0	24	0%	281	4%	- 4
Journalism	12	36	11%	20	5%	6	No Students Listed				
Music	12	58	19%	58	19%	0	3	33%	798	56%	-23
Natural Resources	14	85	0%	9	0%	0	17	24%	1582	7%	+17
Nursing	10	65	98%	64	98%	0	4	100%	458	99%	+ 1
Graduate School	7	63	3%						7283	30%	-

Task Force 4
Committee Analysis

College of Administrative Science

Committee	Faculty			Percent	Students			Percent
	Men	Women	Total	Women	Men	Women	Total	Women
M.B.A. Program			9		3	0	3	0
Executive Comm			13		2	0	2	0
Faculty Senate			16		6	0	6	0
College Personnel			9		-	-	-	-
University Julical Panel			2		1	0	1	0
Quantitative Analysis			13		-	-	-	-
Research			8		2	0	2	0
Scholarship & Financial Assistance			6		2	0	2	0
Doctoral Programs			9		3	0	3	0
M. Accounting			8		1	0	1	0
B.S. in Bus Admin.			9		6	0	6	0
College Relations			6		2	0	2	0
Continuing Ed.			7		-	-	-	-
Faculty Elections			7		-	-	-	-
International Program			6		-	-	*	-
Library Comm			8		3	1	4	25%
Total			136		31	1	32	3%
Students and Faculty in the College	105	10	115	9%	2288	132	2420	5%

* 2 students serve on this committee

Task Force 4
Committee Analysis

College of Agriculture & Home Economics

Committee	Faculty			Percent Women	Students			Percent Women
	Men	Women	Total		Men	Women	Total	
Agr Student Magazine	9	2	11	18%	4	1	5	20%
Annual Off Campus Meeting-College Exec Comm	7	1	8	13%	-	-	-	-
Awards for Environ Improvements	7	1	8	13%	-	-	-	-
Reception for New Faculty	7	2	9	22%	-	-	-	-
Exhibits & New Uses of Mass Media	18	3	21	14%	1	1	2	50%
Faculty Affairs	10	2	12	17%	-	-	-	-
Farm Science Review Program & Policy	13	1	14	7%	-	-	-	-
Field & Special Days	17	1	18	6%	-	-	-	-
Food Technology	7	3	10	30%	-	-	-	-
Grad Ed & Research	17	2	19	11%	2	1	3	33%
Honorary Degrees	5	1	6	17%	-	-	-	-
Long Range Plan	11	1	12	8%	-	-	-	-
Pesticide Safety	48	2	50	4%	-	-	-	-
President's Club	11	2	13	15%	-	-	-	-
Publications	9	2	11	18%	-	-	-	-
Research & Training Programs involving human subjects	8	3	11	27%	-	-	-	-
Agr Library	6	1	7	14%	1	0	1	0

Task Force 4
Committee Analysis

College of Agriculture & Home Economics

	Faculty				Students			
Committee	Men	Women	Total	Percent Women	Men	Women	Total	Percent Women
Feeder Calf Show & Sale	14	0	14	0	-	-	-	-
Forage Crops & Forage Evaluation	13	0	13	0	-	-	-	-
Fruit Industry	7	0	7	0	-	-	-	-
Greenhouse Industry	12	0	12	0	-	-	-	-
Honors	6	0	6	0	1	0	1	0
Instructions	9	0	9	0	1	0	1	0
Nutrition Forum	6	0	6	0	-	-	-	-
Petitions & Dismissals	6	0	6	0	1	0	1	0
Radioisotopes	6	0	6	0	-	-	-	-
Recruitment	15	0	15	0	2	1	3	33%
Tri State All Electric Farm Show	13	0	13	0	-	-	-	-
UG Acad. Advising	16	0	16	0	1	0	1	0
Water Resources	18	0	18	0	-	-	-	-
Ohio Agr R&D Center								
Conference	8	1	9	11%	-	-	-	-
Grounds	6	0	6	0	-	-	-	-
Library	7	1	8	13%	-	-	-	-
Total	372	32	404	8%	14	4	18	22%
Students & Faculty in the College	166	51	217	24%	1474	108	1582	7%

Task Force 4
Committee Analysis

College of the Arts

	Faculty				Students			
Committee	Men	Women	Total	Percent Women	Men	Women	Total	Percent Women
Curriculum	5	2	7	29%	1	0	1	0
Editorial Board for The Journal	4	2	6	33%	-	-	-	-
College Faculty Council	10	2	12	17%	3	0	3	0
Interdepartmental Prog	3	1	4	25%	1	0	1	0
International Prog	2	2	4	50%	0	1	1	100%
Productions & Exhibitions	4	3	7	43%	1	0	1	0
Recruitment of Minority Groups	1	1	2	50%	3	1	4	25%
Research	7	1	8	12%	-	-	-	-
ASC Faculty Senate	6	1	7	14%	-	-	-	-
Total	42	15	57	26%	9	2	11	18%
Students and Faculty in the College	105	28	133	21%	351	438	789	56%

Task Force 4
Committee Analysis

College of Biological Sciences

	Faculty				Students			
Committee	Men	Women	Total	Percent Women	Men	Women	Total	Percent Women
Advisory Comm for UG Instruction in Biology	9	0	9	0	1	0	1	0
Centennial Comm	6	0	6	0	-	-	-	-
Coordinating Advisors	7	1	8	13%	-	-	-	-
Honors Advisors	10	0	10	0	-	-	-	-
Honorary Degrees & Awards	7	0	7	0	-	-	-	-
Student Concerns	8	0	8	0	8	6	14	43%
Curriculum	9	1	10	10%	1	0	1	0
Electron Microscope	6	0	6	0	-	-	-	-
Executive	11	0	11	0	-	-	-	-
Library	8	0	8	0	-	-	-	-
Research	7	0	7	0	0	1	1	100%
Total	88	2	90	2%	10	7	17	41%
Students and Faculty in the College	95	4	99	4%	6079	2669	8748	31%

Task Force 4
Committee Analysis

College of Dentistry

	Faculty				Students			
Committee	Men	Women	Total	Percent Women	Men	Women	Total	Percent Women
Clinic Efficiency	7	0	7	0		No Students Listed		
College Relations	5	1	6	17%				
Curriculum	9	0	9	0				
Dean's Advisory	4	0	4	0				
Executive	20	1	21	5%				
Examination	3	0	3	0				
Faculty Party	7	0	7	0				
Flower	2	1	3	33%				
Graduate	6	0	6	0				
Library	5	0	5	0				
Post College Assembly	10	0	10	0				
Records	7	0	7	0				
Research Advisory	6	0	6	0				
Retreat	7	0	7	0				
Student Clinic	6	0	6	0				
Student Relations	5	0	5	0				
Student Scholarship & Loan	3	0	3	0				
Total	112	3	115	3%				
Students and Faculty in College	103	6	109	6%	596	2	598	

M-14

Task Force 4
Committee Analysis

Education

	Faculty				Students			
Committee	Men	Women	Total	Percent Women	Men	Women	Total	Percent Women
Executive	27	2	29	7%	1	1	2	50%
Program	10	2	12	17%	3	2	5	40%
Personnel	4	4	8	50%	1	4	5	80%
Assessment	5	1	6	17%	3	2	5	40%
Faculty Senate	24	6	30	20%	6	5	11	45%
Total	70	15	85	18%	14	14	28	50%
Students and Faculty in College	144	47	191	25%	1,919	4,275	6,194	69%

Task Force IV
Committee Analysis

College of Engineering

Committee	Faculty			Percent Women	Students*			Percent Women
	Men	Women	Total		Men	Women	Total	
Engineering Instruction	8	0	0	0			2	
Chemistry liason	6	0	6	0			2	
Physics liason	7	0	7	0			2	
Math liason	8	0	8	0			2	
Executive	11	0	11	0			-	
Eng Exper Station	8	0	8	0			2	
High School Conf	19	0	19	0			2	
Honors	12	0	12	0			2	
Honorary Degrees	7	0	7	0			2	
Irregular Students	4	0	4	0			1	
Professional Degrees	4	0	4	0			1	
Student Publications	7	0	7	0			5	
Reinstatements & Dismissals	5	0	5	0			1	
Research	13	0	13	0			3	
Safety	21	0	21	0			2	
Scholarships & Fellowships	6	0	6	0			2	

* None of the students were appointed at the time the committee list was prepared. The numbers in this column are the numbers of students to be appointed.

Task Force 4
Committee Analysis

College of Engineering (Continued)

Committee	Faculty Men	Faculty Women	Faculty Total	Percent Women	Students* Men	Students* Women	Students* Total	Percent Women
	Advisory and coordinating Committees							
Speaking Society	4	0	4	0			2	
Biomedical Engineering	19	0	19	0			2	
Review Board on use of Human Subjects	8	0	8	0			2	
Water Resources Center	16	0	16	0			2	
Reactor Operation	12	0	12	0			2	
Graduate	4	0	4	0			2	
Total	209	0	209	0			43	
Students and Faculty in the College	224	1	225	0			2099	

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* None of the students were appointed at the time the committee list was prepared. The numbers in this column are the numbers of students to be appointed.

Task Force 4
Committee Analysis
College of Humanities

	Faculty				Students			
Committee	Men	Women	Total	Percent Women	Men	Women	Total	Percent Women
Executive Committee	8	2	10	20%	3	0	3	0
Curriculum	5	1	6	17%	2	2	4	50%
Dean's Advisory Comm	5	0	5	0	3	1	4	25%
Research	4	3	7	43%	1	0	1†	0
Teacher Preparation	10	0	10	0	1	3	4	75%
International Programs	2	1	3	33%	1	1	2	50%
Library	3	0	3	0	2	1	3	33%
Total	37	7	44	16%	15	6	21	29%
Students & Faculty* in the College	186	42	228	18%	6079	2669	8748	31%

† One more student to be appointed

* College of Arts and Sciences

Task Force 4
Committee Analysis

College of Law

Committee	Faculty Men	Faculty Women	Faculty Total	Percent Women	Students Men	Students Women	Students Total	Percent Women
Clinical Programs	4	1	5	20%				
Student Participation	6	0	6	0				
College Size	5	0	5	0				
Minority Groups	2	1	3	33%				
Scheduling	5	0	5	0				
Grades	5	0	5	0				
Interdisciplinary Programs	4	1	5	20%				
Admissions, Scholarships & Prelegal Advisement	2	1	3	33%				
First Year Program	3	0	3	0		None Listed		
Second Year Program	3	0	3	0				
Third Year Program	3	0	3	0				
Faculty Appointments, Promotion & Tenure	3	0	3	0				
Faculty Research & Library	3	0	3	0				
Publication & Public Lectures	3	0	3	0				
Executive Committee	6	1	7	14%				
Total	57	5	62	8%	-	-	-	-
Students and Faculty in College	22	1	23	4%	418	28	446	6%

Task Force 4
Committee Analysis

College of Mathematics & Physical Sciences

Committee	Faculty Men	Faculty Women	Faculty Total	Percent Women	Students Men	Students Women	Students Total	Percent Women
Curriculum	8	1	9	11%	6	1	7	14%
Environmental Science	8	0	8	0	-	-	-	-
Executive	9	0	9	0	-	-	-	-
Faculty Council Rep	12	0	12	0	-	-	-	-
Faculty Advisory Comm. to Honors Program	1	1	2	50%	-	-	-	-
Library	7	0	7	0	-	-	-	-
Research	9	0	9	0	-	-	-	-
Safety	2	0	2	0	-	-	-	-
Public Relations	0	1	1	100%	-	-	-	-
Affirmative Action	0	1	1	100%	-	-	-	-
Student Council	-	-	-	-	9	2	11	18%
Total	56	4	60	7%	15	3	18	17%
Students* and Faculty in the College	194	4	198	2%	6079	2669	8798	31%

*College of Arts and Sciences

Task Force 4
Committee Analysis

College of Medicine

Committee	Faculty			Percent Women	Students			Percent Women
	Men	Women	Total		Men	Women	Total	
Administrative	11	1	12	8%	-	-	-	-
Executive	27	1	28	4%	-	-	-	-
Awards & Honors	8	0	8	0	-	-	-	-
Alumni Day	5	1	6	17%	-	-	-	-
Appointments, promotions Tenure	5	0	5	0	-	-	-	-
Curriculum	24	0	24	0	-	-	-	-
Post M.D. Educ	19	0	19	0	-	-	-	-
Grad Educ	8	1	9	11%	-	-	-	-
Pilot School	15	2	17	12%	-	-	-	-
Vet Admin	3	0	3	0	-	-	-	-
Medical Isotope	10	0	10	0	-	-	-	-
Research	18	2	20	10%	-	-	-	-
Medicine Evaluation	11	1	12	8%	-	-	-	-
Evaluation Subcommittee for Phase I	9	0	9	0	----------*----------			
Evaluation Subcommittee for Phase II	8	1	9	13%	----------*----------			
Evaluation Subcommittee for Phase III	9	0	9	0	----------*----------			
Evaluation Subcommittee for Phase IV	9	0	9	0	----------*----------			
Faculty Council Reps	12	6	18	33%	-	-	-	-
Total	213	16	229	7%	-	-	-	-
Students & Faculty in the College	397	130	527	25%	769	61	830	7%

* One student to be appointed

Task Force 4
Committee Analysis

College of Optometry

	Faculty				Students			
Committee	Men	Women	Total	Percent Women	Men	Women	Total	Percent Women
Executive	8	0	8	0				
Library	3	1	4	25%				
Clinic	4	0	4	0				
Curriculum	5	0	5	0				
Counseling & Placement	2	0	2	0				
Development Fund	4	0	4	0				
Aniseikonia & Anismetropia Comm	2	0	2	0				
Orthoptics and Vision Training	4	0	4	0				
Building	5	0	5	0				
Opthalmic Optics	5	0	5	0				
Geometrical-Physical Optics	3	0	3	0				
Practice Management	2	0	2	0				
Faculty Affairs	4	0	4	0				
Research	3	0	3	0				
Graduate'	3	0	3	0				
Public Health Optometry	2	0	2	0				
Contact Lens	7	0	7	0				
Dispensary	5	0	5	0				
Low Vision	2	0	2	0				
Centennial	5	0	5	0				
Continuing Education	5	0	5	0				
Admissions	4	1	5	20%				
United Appeal	2	0	2	0				
Total	89	2	91	2%	-	-	-	-
Students & Faculty in College	18	1	19	5%	180	5	185	7%

Task Force 4
Committee Analysis

College of Pharmacy

Committee	Faculty Men	Faculty Women	Faculty Total	Percent Women	Students Men	Students Women	Students Total	Percent Women
Admissions	3	0	3	0	-	-	-	-
Alumni	5	0	5	0	1	0	1	0
Building Space	8	0	8	0	-	-	-	-
Colloquim	7	0	7	0	2	0	2	0
Committees	5	0	5	0	5	0	5	0
Continuing Education	7	0	7	0	1	0	1	0
Curriculum	8	1	9	11%	1	0	1	0
Executive Committee	7	0	7	0	7	0	7	0
Graduate Committee	6	0	6	0	1	0	1	0
Library	4	0	4	0	2	0	2	0
Recruitment	4	2	6	33%	0	2	2	100%
Research	6	0	6	0	-	-	-	-
Total	70	3	73	4%	20	2	22	9%
Faculty and Students in College	27	5	32	16%	118	43	161	27%

Task Force 4
Committee Analysis

College of Social and Behavioral Sciences

	Faculty				Students			
Committee	Men	Women	Total	Percent Women	Men	Women	Total	Percent Women
Executive Committee	9	0	9	0%	-	-	-	-
ASC Senate Rep.	7	1	8	13%	-	-	-	-
Univ. Judicial Panel	1	0	1	0	1	0	1	0
Faculty Council	12	0	12	0	-	-	-	-
Curriculum	8	0	8	0	4	3	7	43%
Facilities	8	0	8	0	5	1	6	17%
Honors Advisory	8	0	8	0	-	-	-	-
Research	8	0	8	0	2	2	4	50%
Program	7	1	8	13%	6	2	8	25%
Coordinating Advisor	6	2	8	25%	-	-	-	-
U.G. Student Senate	-	-	-	-	12	4	16	25%
Grad. Student Rep.	-	-	-	-	8	8	16	50%
Total	74	4	78	5%	34	24	58	41%
Students & Faculty in the College	181	13	194	7%	6079*	2669	8748	31%

*College of Arts & Sciences

Task Force 4
Committee Analysis

College of Veterinary Medicine

Committee	Faculty Men	Faculty Women	Faculty Total	Percent Women	Students Men	Students Women	Students Total	Percent Women
Executive Comm	17	0	17	0	-	-	*	-
Hospital Board	6	0	6	0	-	-	-	-
Council on Education	17	0	17	0	4	0	4(1)	0
Graduate Education	3	0	3	0	-	-	-	-
Advisory Comm to Campus Planning	3	0	3	0	-	-	-	-
Special Events	4	1(2)	5	20%	1	0	1	0
Research	3	0	3(1)	0	-	-	-	-
Library	2	2	4	50%	-	-	-	-
Laboratory Safety	4	0	4	0	-	-	-	-
Admissions	4	0	4	0	-	-	-	-
Citations & Honors	5	0	5	0	-	-	-	-
Faculty Council Rep.	3	0	3	0	-	-	-	-
Total	71	3	74	4%	5	0	5	0
Students and Faculty in the College	71	3	74	4%	307	24	331	7%

* Four to be appointed
(1) One more to be appointed
(2) Social Chairman of Faculty Wives Association

Task Force 4
Committee Analysis

School of Allied Medical Professions

Committee	Faculty			Percent	Students			Percent
	Men	Women	Total	Women	Men	Women	Total	Women
Executive	19	6	25	24%	-	-	-	-
Academic Affairs	6	10	16	63%	-	-	-	-
Centennial and Dedication	8	7	15	47%	-	-	-	-
Continuing Education & Grants Committee	6	12	18	67%	-	-	-	-
Curriculum	7	8	15	53%	0	1	1	100%
Appointments, Promotions & Tenure	0	5	5	100%	-	-	-	-
Graduate	2	4	6	67%	-	-	-	-
Physical Facilities	12	3	15	20%	-	-	-	-
Student Affairs	2	6	8	75%	-	-	-	-
Total	62	61	123	50%	0	1	1	100%

Task Force 4
Committee Analysis

School of Allied Medical Professions (Continued)

Professional Advisory Committee to:	Faculty			Percent Women	Students			Percent Women
	Men	Women	Total		Men	Women	Total	
Circulation Technology	5	1	6	17%	-	-	-	-
Hospital & Health Services Administration	5	0	5	0	-	-	-	-
Medical Communications	5	0	5	0	-	-	-	-
Medical Dietetics	4	1	5	20%	-	-	-	-
Medical Illustration	4	1	5	20%	-	-	-	-
Medical Technology	5	3	8	38%	-	-	-	-
Nurse Anesthesia	4	1	5	20%	-	-	-	-
Occupational Therapy	5	1	6	17%	-	-	-	-
Physical Therapy	5	2	7	29%	-	-	-	-
Medical Records	4	0	4	0	-	-	-	-
Radiologic Technology	3	0	3	0	-	-	-	-
Inhalation Therapy	6	0	6	0	-	-	-	-
Total	55	10	65	15%	-	-	-	-
Grand Total	117	71	188	38%	-	-	-	-
Students and Faculty in College	10	3	13	23%	39	253	292	87%

Task Force 4
Committee Analysis

School of Architecture

	Faculty				Students			
Committee	Men	Women	Total	Percent Women	Men	Women	Total	Percent Women
Faculty Comm	16	0	16	0	6	0	6	0
Public Relations	1	0	1	0	-	-	-	-
Library	1	0	1	0	-	-	-	-
Grad Committee	4	0	4	0	1	0	1	0
Construction	4	0	4	0	2	0	2	0
Design	7	0	7	0	4	0	4	0
Landscape Arch Council	3	0	3	0	6	0	6	0
Landscape Arch Ad Hoc Curriculum	2	0	2	0	1	0	1	0
City Planning Student Faculty Comm	4	0	4	0	4	0	4	0
Total	42	0	42	0	24	0	24	0
Students & Faculty in School	16	0	16	70%	271	10	281	4%

Task Force 4
Committee Analysis

School of Journalism

	Faculty				Students			
Committee	Men	Women	Total	Percent Women	Men	Women	Total	Percent Women
Coordinating	6	1	7	14%				
Undergraduate	4	1	5	20				
Graduate	4	1	5	20				
Publications	4	1	5	20				
Promotions & Special Events	7	0	7	0				
Dental Editor's Workshop	1	0	1	0				
High School Summer	1	0	1	0	Did not include students in Report			
Job Placement	1	0	1	0				
Newspaper Fund Workshop	1	0	1	0				
Scholarship	1	0	1	0				
School Publications	1	0	1	0				
U G Advising	1	0	1	0				
Total	32	4	36	11%	-	-	-	-
Students & Faculty in College	19	1	20	5%	-	-	-	-

Task Rorce 4
Committee Analysis

School of Music

	Faculty				Students			
Committee	Men	Women	Total	Percent Women	Men	Women	Total	Percent Women
Administrative	10	0	10	0	1	0	1*	0
Faculty	10	1	11	9%	-	-	-†	-
Graduate	7	1	8	13%	1	1	2	50%
Undergrad Entrance	5	0	5	0	-	-	-*	-
Curriculum	2	2	4	50%	-	-	-*	-
Awards	1	2	3	67%	-	-	-	-
Library	3	1	4	25%	-	-	-*	-
United Appeal	0	1	1	100%	-	-	-	-
Reps to College of the Arts Fac Council	6	2	8	25%	-	-	-	-
Arts & Sciences Faculty Council	2	0	2	0	-	-	-	-
International Program	0	1	1	100%	-	-	-	-
Student Affairs	1	0	1	0			10	
Total	47	11	58	19%	2	1	3	33%
Students** & Faculty in School	47	11	58	19%	351	438	789	56%

** College of Arts

* One more student to be appointed
† Two students to be appointed

Task Force 4
Committee Analysis

School of Natural Resources

Committee	Faculty Men	Faculty Women	Faculty Total	Percent Women	Students Men	Students Women	Students Total	Percent Women
Advisory Committee	12	0	12	0	-	-	-	-
Alumni Advisory	10	0	10	0	-	-	-	-
Barneby Center	12	0	12	0	2	1	3	33%
Coordinating Advisor	1	0	1	0	-	-	-	-
Curriculum	5	0	5	0	4	1	5	20%
Executive Committee	6	0	6	0	-	-	-	-
Faculty Seminar	4	0	4	0	-	-	-	-
Library	2	0	2	0	3	1	4	25%
Publications	3	0	3	0	-	-	-	-
Research	8	0	8	0	-	-	-	-
Scholarships & Fellowships	5	0	5	0	-	-	-	-
Social	4	0	4	0	-	-	-	-
Building & Space	9	0	9	0	2	1	3	33%
Graduate	4	0	4	0	2	0	2	0
Total	85	0	85	0	13	4	17	24%
Students* and Faculty in College	9	0	9	0%	1,474	108	1,582	7%

* College of Agriculture

Task Force 4
Committee Analysis

School of Nursing

	Faculty				Students			
Committee	Men	Women	Total	Percent Women	Men	Women	Total	Percent Women
Executive	0	9	9	100%	-	-	-	-
Admissions	1	3	4	75	-	-	-	-
Graduate Education	0	10	10	100%	-	-	-	-
Research	0	6	6	100%	-	-	-	-
U G Education	0	11	11	100%	0	4	4	100%
Continuing Ed Comm Radio-Telephone	0	11	11	100%	-	-	-	-
Student Progress	0	4	4	100%	-	-	-	-
Recruitment	0	6	6	100%	-	-	-	-
Rep to Health Center Library	0	1	1	100%	-	-	-	-
Appointment, Promotions, & Tenure	0	3	3	100%	-	-	-	-
Total	1	64	65	98%	0	4	4	100%
Students and Faculty in College	1	63	64	98%	4	454	458	99%

Task Force 4
Committee Analysis

Graduate School Committees

	Faculty				Students			
Committee	Men	Women	Total	Percent Women	Men	Women	Total	Percent Women
Executive Comm	10	0	10	0	-	-	-	-
Curriculum Comm	10	0	10	0	-	-	-	-
Policy & Standards	10	0	10	0	-	-	-	-
Fellowships	8	0	8	0	-	-	-	-
Graduate Advisory Common Engineering	4	0	4	0	-	-	-	-
Admiss. Requirements for Minority Students	10	1	11	9%	-	-	-	-
Graduate Assistants	9	1	10	10%	-	-	-	-
TOTAL	61	2	63	3%	0	0	0	0
Students & Faculty in School					5082	2201	7283	30%